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Deputy Minister—GEORGE V. HAYTHORNE
Editor in Chief—W. S. DRINKWATER
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Broadcast Employees: producer-directors and directors: 128; rejected, 496 (reasons for judgment).
Dispute:
Broadcast Employees: CB report of settlement, 42.

BELL TELEPHONE COMPANY OF CANADA
Certification application:
Electrical Workers: 129; rejected, 752.
Dispute:
Office and Professional Employees: Directory Sales Department, Eastern Region: CB report, 138; settlement, 191.
Intervener, certification application:
Canadian Telephone Employees' Association: rejected, 752.

BERNIER, MICHEL (*et al.*)
Intervener, certification application:
Teamsters: representation vote, 579; rejected, 642.

BEVERAGE DISPENSERS, HOTEL SERVICE, CULINARY AND RESTAURANT EMPLOYEES' UNION
Certification applications:
Cordner, Hubert and Bond: 753.
Pine Point Hotel: 581, representation vote, 752.

BIGGAR, WALTER T. (*et al.*)
Intervener, certification application:
Railway and Steamship Clerks: representation vote, 415; rejected, 579.

BLUE PETER STEAMSHIPS LIMITED
Certification application:
Canadian Merchant Service Guild, Inc.: 309; granted, 496.
Dispute:
Canadian Merchant Service Guild, Inc.: CO appointed, 644; CB appointed, 754.

BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, INTERNATIONAL BROTHERHOOD OF
Certification application:
Yukon Welding: 753.
Intervener, certification applications:
Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.
Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

BOYD'S EXPRESS LTD.
Certification application:
Teamsters: 581; granted, 696.

BOYES TRANSPORT LIMITED
Certification application:
Teamsters: 246; withdrawn, 309.

BRANCH LINES LIMITED
Certification application:
Canadian Marine Officers' Union: granted, 39.

BREWSTER TRANSPORT COMPANY LTD.
Dispute:
Amalgamated Transit Union: lapsed, 42.

Bricklayers, Masons, Cement Block Layers, Marble Masons and Vitrolite Tile Setters, Terrazzo Workers, International Union of
Certification application:
Hudson Bay Mining and Smelting Co. Limited: 497; granted, 695.

Bristol Aerospace Limited
Certification application:
Machinists: 364.

Bristol Aviation Services Ltd.
Certification application:
Canadian Labour Congress (Licensed Aircraft Engineers, Local 1642): 246; withdrawn, 309.
Disputes:
Machinists: CO appointed, 129; settlement, 191.
Machinists: CO appointed, 417; CB appointed, 589; CB fully constituted, 699.

B.C. Airlines Limited
Certification application:
Railway, Transport and General Workers: 128; granted, 190.
Dispute:
Railway, Transport and General Workers: CO appointed, 310; settlement, 417.

British Columbia Ferry Authority
Certification applications:
Canadian Merchant Service Guild, Inc.: marine engineers, electricians: rejected, 39.
Canadian Merchant Service Guild, Inc.: masters, mates, radio operators: rejected, 39.
Intervener, certification applications:
Attorney General of British Columbia: marine engineers, electricians: rejected, 39.
Attorney General of British Columbia: masters, mates, radio operators: rejected, 39.
B.C. Government Employees' Association: marine engineers, electricians: rejected, 39.
B.C. Government Employees' Association: masters, mates, radio operators: rejected, 39.

British Columbia Government Employees' Association
Intervener, certification applications:
British Columbia Ferry Authority (marine engineers, electricians): rejected, 39.
British Columbia Ferry Authority (masters, mates, radio operators): 39.

B.C. Towboat Owners' Association
Disputes:
Canadian Merchant Service Guild, Inc.: CO appointed, 417; settlement, 644.
Railway, Transport and General Workers: CO appointed, 498; settlement, 699.
Seafarers: CO appointed, 498; settlement, 699.

British Yukon Navigation Company Limited
Dispute:
Railway, Transport and General Workers: CO appointed, 754.

Broadcast Employees and Technicians, National Association of
Certification applications:
Baton Broadcasting Limited (producer-directors and directors): 128; rejected, 496 (reasons for judgment).
Bushnell T.V. Co. Limited (Station CJOH-TV): 364; representation vote, 642; granted, 695.
CTV Television Network Limited: 364; granted, 752.
Calgary Television Ltd. (CHCT-TV) (Programming Department): 246; granted, 415.
Radio 1540 Limited (CHIN): 416; representation vote, 579; rejected, 642.
La Tribune Inc., Sherbrooke, Que. (Radio Stations CHLT-AM and CHLT-FM and Television CHLT-TV): request for review, Section 61 (2) of Act, 248; request for review granted, 496.
Disputes:
Baton Broadcasting Limited: CB report of settlement, 42.
Canadian Marconi Company (Broadcasting Division, CFCF-TV and CFCF-Radio): settlement, 129.
CHAB Ltd. (CHAB-TV) (Moose Jaw, Sask.): CB appointed, 41; CB fully constituted, 191; CB report, 310, strike action, 365.
CKCV (Quebec) Limitée: strike terminated, 310.
E.M.I.-Cossor Electronics Ltd.: CO appointed, 498; CB fully constituted, 699.
Radio Lac St-Jean Ltée (CFGT): CO appointed, 310; settlement, 498.
Radio Saguenay Limitée (CKRS and CKRS-TV): CO appointed, 129; CB appointed, 248; CB fully constituted, 310; settlement, 508
Radio Trois-Rivières Inc. (CHLN): settlement, 41.
La Télévision de Québec (Canada) Ltée: CB fully constituted, 41; settlement, 248.
Transcanada Communications Limited (Station CKCK-TV): CB report, 138; dispute lapsed, 699.
Western Ontario Broadcasting Company Limited: CO appointed, 644.
Intervener, certification applications:
Kudla, Paul W. (*et al.*): representation vote, 642; granted, 695.
Wright, James (*et al.*): representation vote, 642; granted, 695.

Brown and Ryan Limited
Certification application:
Longshoremen: 416; rejected, 642.

Building Service Employees' International Union
Dispute:
Atomic Energy of Canada Limited: CO appointed, 310; settlement, 417.

Bushnell T.V. Co. Limited
Certification application:
Broadcast Employees: Station CJOH-TV: 364; representation vote, 642; granted, 695.

Cadwell Marine Limited
Dispute:
Seafarers: CO appointed, 364.

Calgary Television Ltd.
Certification application:
Broadcast Employees: Programming Department, CHCT-TV: 246; granted, 415.

Canada Coach Lines Limited
Dispute:
Amalgamated Transit Union: CO appointed, 310; CB appointed, 589; CB fully constituted, 644; settlement, 699.

Canadian Air Line Dispatchers' Association
Dispute:
TransAir Limited: CO appointed, 248; settlement, 248.

Canadian Air Line Flight Attendants' Association
Disputes:
Air Canada: CO appointed, 365; settlement, 498.
Canadian Pacific Air Lines Limited: CO appointed, 698.

Canadian Air Line Pilots' Association
Certification application:
Central Airways/Wing Aviation Limited: 128; representation vote, 308; rejected, 415.
Disputes:
Canadian Pacific Air Lines, Limited: settlement after Board procedure, 138.
Pacific Western Airlines Limited: CO appointed, 191; CB appointed, 248; CB fully constituted, 310; CB report, 417; settlement, 417.

Canadian Airlines Link Instructors' Association
Certification applications:
Donnell, A.C.: application for revocation granted, 580.
McCambly, R.F.: application for revocation granted, 580.
Trans-Canada Air Lines (Air Canada): application for revocation granted, 580.

Canadian Arsenals Limited
Dispute:
Operating Engineers: CO appointed, 754.

Canadian Broadcasting Corporation
Certification applications:
Canadian Union of Public Employees: representation vote, 40; rejected, 308.
Radio and Television Employees: request for review under Section 61(2) of Act, 129; request for review refused, 415.
Syndicat général du cinéma et de la télévision (CSN): Ottawa: news writers, etc., Quebec Division: rejected, 579 (reasons for judgment).
Syndicat général du cinéma et de la télévision (CSN): TV Production Centres, Montreal and Quebec City: 246; rejected, 642; revocation proceedings, 643.
Theatrical Stage Employees: revocation proceedings, 643; representation vote, 752.
Disputes:
Le Syndicat General du Cinema et de la Television: CO appointed, 644.
Theatrical Stage Employees: CB report, 191.
Intervener, certification applications:
American Newspaper Guild: representation vote, 40.
American Wire Service Guild: Ottawa: (news writers, etc., Quebec Division): rejected, 579 (reasons for judgment).
Public Employees: Ottawa: (news writers, etc., Quebec Division): rejected, 579 (reasons for judgment).
Public Employees: TV Production Centres, Montreal and Quebec City: rejected, 642; revocation proceedings, 643.
Radio and Television Employees: Ottawa: (news writers, etc., Quebec Division): rejected, 579 (reasons for judgment).
Radio and Television Employees: TV Production Centres, Montreal and Quebec City: rejected, 642; revocation proceedings, 643.
Syndicat general du cinema et de la television (CSN): representation vote, 40.
Theatrical Stage Employees: representation vote, 40; rejected, 308.
Theatrical Stage Employees: TV Production Centres, Montreal and Quebec City: rejected, 642; revocation proceedings, 643.

Canadian Labour Congress
Certification applications:
Atomic Energy of Canada Limited: Atomic Energy-Draftsmen Local 1645: 246; granted, 415.
Bristol Aviation Services Ltd.: Licensed Aircraft Engineers, Local 1642: 246; withdrawn, 309.
Dispute:
Canadian Pacific Railway Company (British Columbia Coast Steamship Service): Vancouver CPR Shipyard Workers' Union: CO appointed, 41.

Canadian Lake Carriers' Association
Dispute:
Marine Officers: CO appointed, 698.

Canadian Lake Carriers' Negotiating Committee (26 companies)
Dispute:
Seafarers: CO appointed, 364; CB appointed, 417; CB fully constituted, 498; CB report, 644; strike action, 699.

Canadian Marconi Company
Certification applications:
Television and Radio Artists: 128.

Television and Radio Artists: Broadcast Division, CFCF-Radio and TV, Montreal: withdrawn, 129; granted, 246.

Disputes:

Broadcast Employees: Broadcasting Division, CFCF-TV and CFCF Radio: settlement, 129.

Salaried Employees' Association (Marconi): settlement, 41.

CANADIAN MARINE OFFICERS' UNION

Certification applications:

Branch Lines Limited: granted, 39.

McAllister Towing Ltd.: 497; granted, 695.

North Shipping and Transportation Ltd. (deck officers and marine engineers): granted, 127.

Porter Shipping Ltd. (marine engineers on *Liquilassee*): granted, 39.

Transit Tankers and Terminals Ltd.: 416; granted, 496.

Disputes:

Canadian Lake Carriers' Association: CO appointed, 698.

Porter Shipping Limited: CO appointed, 644; settlement, 698.

CANADIAN MERCHANT SERVICE GUILD, INC.

Certification applications:

Blue Peter Steamships Limited: 309; granted, 496.

British Columbia Ferry Authority (marine engineers, electricians): rejected, 39.

British Columbia Ferry Authority (masters, mates, radio operators): rejected, 39.

Canadian National Railways (CNR Barge and Ferry Service) (marine engineers, Tilbury Island-Victoria and Okanagan Lake barge and ferry services): granted, 39.

Canadian National Steamship Company Limited (marine engineers on SS *Prince George*): granted, 39.

Canadian Pacific Railway Company (B.C. Lake and River Service—Okanagan Lake): granted, 39.

Davie Shipbuilding Limited: 497; withdrawn, 497.

McKenzie Barge and Derrick Co. Ltd. (marine engineers): granted 39.

Northland Shipping (1962) Co. Ltd. (marine engineers and electricians): granted, 39.

Pacific Tidewater Marine Ltd. (M.V. *Canadian Tide* and M.V. *Min Tide*): 698; granted, 696.

Disputes:

Alaska Cruise Lines, Ltd.: settlement, 129.

Aqua Transportation Limited: CO appointed, 498.

Blue Peter Steamships Limited: CO appointed, 644; CB appointed, 754.

B.C. Towboat Owners' Association: CO appointed, 417; settlement, 644.

Canadian National Railways (Borden—Cape Tormentine Ferry Service): CO appointed, 310; CB appointed, 417; CB fully constituted, 417; CB report, 644; settlement, 699.

Canadian National Railways (Canadian National Newfoundland Steamship Service): CO appointed, 581; settlement, 698.

Canadian Pacific Railway Company (B.C. Coast Steamship Service): CO appointed, 129; settlement, 248.

Continental Explosives Ltd.: CO appointed, 698, settlement, 754.

CANADIAN NATIONAL HOTELS LIMITED

Disputes:

Operating Engineers: MacDonald Hotel, Edmonton: CO appointed, 41; settlement, 129.

Railway, Transport and General Workers: Bessborough Hotel, Saskatoon: CO appointed, 644; CB appointed, 699.

Railway, Transport and General Workers: Fort Garry Hotel, Winnipeg; CO appointed, 644; CB appointed, 699; CB fully constituted, 754.

CANADIAN NATIONAL RAILWAYS

Certification applications:

Locomotive Engineers: system-wide unit of firemen, helpers and hostlers, Montreal: 363.

Locomotive Firemen and Enginemen: rejected, 39.

Railway Employees' Department, Division No. 4: Pointe St. Charles Shop: withdrawn, 247.

Railway, Transport and General Workers: employees in office of the Manager of Merchandise Claims, St. Lawrence Region: application for revocation, 41; denied, 580.

Syndicat national des employes du National-Canadien (CSN): Pointe St. Charles Shops: withdrawn, 247.

Intervener, certification applications:

Boilermakers: Pointe St. Charles Shops: withdrawn, 247.

Electrical Workers: Pointe St. Charles Shops: withdrawn, 247.

Locomotive Engineers: rejected, 39.

Machinists: Pointe St. Charles Shops: withdrawn, 247.

Maintenance of Way Employees: Pointe St. Charles Shops: withdrawn, 247.

Plumbers: Pointe St. Charles Shops: withdrawn, 247.

Railroad Signalmen: Pointe St. Charles Shops: withdrawn, 247.

Railway and Steamship Clerks: Pointe St. Charles Shops: withdrawn, 247.

Railway Carmen: Pointe St. Charles Shops: withdrawn, 247.

Railway, Transport and General Workers: Pointe St. Charles Shops: withdrawn, 247.

Sheet Metal Workers: Pointe St. Charles Shops: withdrawn, 247.

CANADIAN NATIONAL RAILWAYS (BORDEN-CAPE TORMENTINE FERRY SERVICE)

Dispute:

Canadian Merchant Service Guild, Inc.: CO appointed, 310; CB appointed, 417; CB fully constituted, 417; CB report, 644; settlement, 699.

Canadian National Railways (Canadian National Newfoundland Steamship Service)
Dispute:
Canadian Merchant Service Guild, Inc.: CO appointed, 581; settlement, 698.

Canadian National Railways (Canadian National Newfoundland Steamship Service and Yarmouth-Bar Harbour Ferry Service)
Dispute:
Railway, Transport and General Workers: CO appointed, 417; CB appointed, 498; CB fully constituted, 589; CB report, 699; settlement, 699.

Canadian National Railways (CNR Barge and Ferry Service)
Certification application:
Canadian Merchant Service Guild, Inc.: marine engineers, Tilbury Island-Victoria and Okanagan Lake barge and ferry services: granted, 39.

Canadian National Steamship Company Limited
Certification application:
Canadian Merchant Service Guild, Inc.: marine engineers on SS *Prince George*: granted, 39.
Dispute:
Seafarers: CO appointed, 129; settlement, 310.

Canadian Pacific Air Lines, Limited
Certification applications:
Hotel and Restaurant Employees: application for revocation withdrawn, 753.
Machinists: request for review of Board's decision, 496; representation vote, 698; request for review, 752.
Disputes:
Air Flight Attendants: CO appointed, 698.
Air Line Pilots: settlement after Board procedure, 138.
Machinists: CO appointed, 364; CB appointed, 417; CB fully constituted, 498; CB report, 644; settlement, 699.
Railway and Steamship Clerks: CO appointed, 417; settlement, 417.
Intervener, certification application:
D. A. Robertson (*et al.*): request for review, 752.

Canadian Pacific Railway Company
Certification applications:
Canadian Merchant Service Guild, Inc.: (B.C. Lake and River Service—Okanagan Lake): granted, 39.
Railway Employees' Department, Division No. 4: Atlantic Region: withdrawn, 247.
Syndicat national des employés des usines des chemins de fer (CSN): Angus Shops, Montreal: rejected, 39; reasons for judgment, 248.
Syndicat national des employés des usines des chemins de fer (CSN): Atlantic Region: withdrawn, 247.
Teamsters: Canadian Pacific Telecommunications: 247; rejected, 415.
Disputes:
Canadian Merchant Service Guild, Inc.: B.C. Coast Steamship Service: CO appointed, 129; settlement, 248.
Railroad Trainmen: dining car service employees: CB appointed, 41; CB fully constituted, 41; CB report, 365; settlement, 417.
Vancouver CPR Shipyard Workers' Union (CLC): British Columbia Coast Steamship Service: CO appointed, 41; settlement, 129.
Intervener, certification applications:
Boilermakers: Angus Shops, Montreal: rejected, 39.
Commercial Telegraphers' Union: rejected, 415.
Electrical Workers: Angus Shops, Montreal: rejected, 39.
Machinists: Angus Shops, Montreal: rejected, 39.
Maintenance of Way Employees: Angus Shops, Montreal: rejected, 39.
Maintenance of Way Employees: Atlantic Region: withdrawn, 247.
Molders: Angus Shops, Montreal: rejected, 39.
Plumbers: Angus Shops, Montreal: rejected, 39.
Railroad Signalmen: Atlantic Region: withdrawn, 247.
Railway and Steamship Clerks: Atlantic Region: withdrawn, 247.
Railway Carmen: Angus Shops, Montreal: repected, 39.
Railway Carmen: Atlantic Region: withdrawn, 247.
Railway Employees' Department, Division No. 4: Angus Shops, Montreal: rejected, 39.

Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions)
Dispute:
Locomotive Engineers: CO appointed, 581; settlement, 754.

Canadian Pacific Railway Company (B.C. Coast Steamship Service)
Dispute:
Seafarers: CO appointed, 417; settlement, 644.
Vancouver CPR Shipyard Workers' Union (CLC): CO appointed, 41; settlement, 129.

Canadian Pacific Telecommunications
Certification application:
Teamsters: Canadian Pacific Railway Company (Communications Department, Vancouver): 247; rejected, 415.
Intervener, certification application:
Commercial Telegraphers' Union: rejected, 415.

Canadian Telephone and Supplies Limited
Certification application:
Federation of Telephone Workers of Canada: 643.

Canadian Telephone Employees' Association
Intervener, certification application:
Bell Telephone Company of Canada: rejected, 752.

Canadian Television and Radio Artists, Association of
Certification application:
Canadian Marconi Company: 128.

Canadian Transportation Workers' Union (NCCL)
Certification application:
Finch and Sons Transport Limited (Montreal terminal employees): rejected, 127.

Canadian Transportation Workers' Union
Intervener, certification applications:
Finch and Sons Transport Limited: granted, 127.
Overnite Express Limited: Local 192, NCCL: representation vote, 40; request for review under Section 61 (2), 191.

Canadian Union of Public Employees
Certification application:
Canadian Broadcasting Corporation: representation vote, 40; rejected, 308.
Disputes:
Atomic Energy of Canada Limited: CO appointed, 310; settlement, 365.
Hamilton Harbour Commissioners (harbour patrol group): CB report, 138; settlement after Board procedure, 138.
Intervener, certification applications:
Canadian Broadcasting Corporation (TV Production Centres, Montreal and Quebec City): rejected, 642; revocation proceedings, 643.
Canadian Broadcasting Corporation (Ottawa) (news writers, etc., Quebec Division): rejected, 579 (reasons for judgment).

Cape Breton Broadcasters Limited
Dispute:
Moving picture machine operators: radio stations CJCB and CJCX: CO appointed, 581; settlement, 644.

Cargill Grain Company Limited
Certification application:
Syndicat National des employés de Cargill Grain (CSN): grain handlers, Baie Comeau: representation vote, 127; granted, 190.
Dispute:
National Syndicate of Employees of Cargill Grain Company Limited: CO appointed, 365; CB appointed, 417; CB fully constituted, 508; CB report, 644; strike action, 754.
Intervener, certification applications:
Baie Comeau Elevator and Dock Workers' Union, Local 977: representation vote, 127.
Pulp, Sulphite and Paper Mill Workers: representation vote, 127; granted, 190.

Carpenters and Joiners of America, United Brotherhood of
Certification applications:
G.M. Gest Contractors Limited: 364; granted, 415; correction, 579.
Restigouche Log Driving and Boom Company: 753.
Dispute:
General Enterprises Ltd. (*et al.*) CO appointed, 498: settlement, 498.

Cassiar Asbestos Corporation Limited
Certification applications:
Mining, Mill and Smelter Workers: employees at Clinton Creek, Yukon Territory: granted, 39.
Steelworkers: rejected, 39.
Dispute:
Mine, Mill and Smelter Workers: CO appointed, 310; settlement, 365.
Intervener, certification application:
Mine, Mill and Smelter Workers: rejected, 39.

Cement Cartage Company, Limited
Certification application:
Railway, Transport and General Workers: 580; granted, 695.

Central Airways/Wing Aviation Limited
Certification application:
Air Line Pilots: 128; representation vote, 308; rejected, 415.

Central Alberta Dairy Pool
Certification application:
Teamsters: 128; granted, 246.

Central Mortgage and Housing Corporation
Certification applications:
Syndicat National des employés de S.C.H.L. (CSN):
Cloverdale Park Apartments, Montreal: 580; granted, 695; representation vote, 697.
Domaine Estria and Pavillon Mercier Apartments, Montreal: 580; granted, 695.
Park Royal Apartments, Ville St-Laurent: 581; granted, 695; representation vote, 697.
Pie IX Apartments, Montreal: 581; granted, 695; representation vote, 697.
Place Benoit, Ville St-Laurent: 581; rejected, 697; representation vote, 697.
St-Georges Gardens, Pte-aux-Trembles: 580; granted, 695; representation vote, 697.
St-Michel Terrace, Montreal: 580; granted, 695; representation vote, 697.
Terrasse Belleville, St-Vincent-de-Paul: 581; granted, 696; representation vote, 687.
Terrasse Villeray, Montreal: 581; rejected, 697; representation vote, 697.

Central Truck Lines Limited
Disputes:
Teamsters (Local 106): CO appointed, 191; settlement, 310.
Teamsters (Local 938): CO appointed, 310; settlement, 365.

CFRN Radio and Television Employees' Association
Certification application:
Sunwapta Broadcasting Limited: rejected, 127.

CHAB Ltd. (CHAB-TV)
Dispute:
Broadcast Employees: Moose Jaw, Sask.: CB appointed, 41; CB fully constituted, 191; CB report, 310; strike action, 365.

Chalk River Technicians and Technologists (CLC)
Dispute:
Atomic Energy of Canada Limited: CO appointed, 581; settlement, 589.

Chembarge Ltd.
Certification application:
Seafarers: 128; representation vote, 246; rejected, 496.

Chesapeake and Ohio Railway (Canadian Division)
Certification application:
Locomotive Firemen and Enginemen: 643.

CKCV (Quebec) Limitée
Dispute:
Broadcast Employees: strike terminated, 310.

Clarke Steamship Company Limited
Certification application:
Steelworkers: checkers and clerks, Sept-Iles: granted, 39.
Dispute:
Steelworkers: CO appointed, 498; settlement, 644.

Clarke Traffic Services Ltd. (Clarke Steamship Co. Ltd.)
Certification application:
Longshoremen: 496; representation vote, 752.
Intervener, certification application:
Railway and Steamship Clerks: representation vote, 752.

Commercial Telegraphers' Union
Intervener, certification applications:
Canadian Pacific Railway Company (Communications Department): rejected, 415.
Canadian Pacific Telecommunications: rejected, 415.

Consolidated Aviation Fueling and Services Limited
Dispute:
Machinists: CB fully constituted, 42; CB report, 191; strike action, 191; settlement, 248.

Consolidated Aviation Fueling of Toronto Limited
Dispute:
Machinists: CO appointed, 581: CB appointed, 644; CB fully constituted, 699; CB report, 754; strike action, 754.

Continental Explosives Ltd.
Dispute:
Canadian Merchant Service Guild, Inc.: CO appointed, 698; settlement, 752.

Continental Trucking Ltd.
Certification application:
Teamsters: application for revocation, 753.
Dispute:
Teamsters: CO appointed, 248; dispute lapsed, 754.

Cordner, Hubert and Bond
Certification application:
Beverage Dispensers: 753.

Cronkwright Transport Limited
Dispute:
Teamsters: CO appointed, 129; settlement, 191.

CTV Television Network
Certification application:
Broadcast Employees: 364; granted, 752.

Cumberland Railway Company
Disputes:
Locomotive Firemen and Enginemen: Sydney and Louisburg Division: CO appointed, 129; settlement, 310.
Railroad Trainmen: Sydney and Louisburg Division: settlement, 248.

D.K.W. Employees' Association
Certification applications:
Deruth Transport Ltd.: 497; rejected, 696.
J. Kearns Transport Ltd.: 497; rejected, 696.
Walco Trucking Ltd.: 497; rejected, 697.

Davie Shipbuilding Limited
Certification application:
Canadian Merchant Service Guild, Inc.: 497; withdrawn, 497.

Dawson Construction (Northern) Limited
Certification application:
Operating Engineers: employees in Whitehorse area, Yukon Territory: granted, 39.

Deruth Transport Limited
Certification application:
D.K.W. Employees' Association: 497; rejected, 696.
Teamsters: 416; rejected, 696; representation vote, 697.

Desgagnes Navigation Limited
Certification application:
Seafarers: 497.

Division No. 4, Railway Employees' Department
Intervener, certification application:
Canadian Pacfic Railway Company (Angus Shops, Montreal): rejected, 39.

Doherty, Bernard
Certification application:
Teamsters: application for revocation, 247; application for revocation granted, 363.

DOMINION AUTO CARRIERS LIMITED
Disputes:
Teamsters: Oakville terminal: settlement after strike action, 42.
Teamsters: Vancouver Terminal: settlement, 248.

DOMINION AUTO TRANSIT COMPANY LIMITED
Dispute:
Teamsters: Windsor and Chatham terminals: settlement after strike action, 42.

DONNELL, A. C.
Certification application:
Canadian Airlines Link Instructors' Association: application for revocation granted, 580.

DYKES, J.
Certification application:
Letter Carriers: 416; rejected, 642.

EASTERN CANADA FLOUR MILLS LTD.
Certification application:
Syndicat National des Employés des Minoteries Phenix (CSN): 308; granted, 415.
Dispute:
Le Syndicat National des Employés des Minoteries Phenix (CSN): CO appointed, 644.

EASTERN CANADA STEVEDORING (1963) LIMITED
Certification application:
Longshoremen: 416; rejected, 642.
Dispute:
Steelworkers: CO appointed, 498; settlement, 644.

EASTERN PROVINCIAL AIRWAYS (1963) LIMITED
Certification application:
Machinists: 416; withdrawn, 497.
Dispute:
Machinists: CO appointed, 581; CB appointed, 699; CB fully constituted, 754.

EISWERTH, KENNETH (*et al.*)
Certification application:
Teamsters: application for revocation, 753.

ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, UNITED
Certification application:
Western Cablevision Limited: granted, 127.

ELECTRICAL WORKERS, INTERNATIONAL BROTHERHOOD OF
Certification application:
Bell Telephone Company of Canada (plant department, Montreal): 129; rejected, 752.
Intervener, certification applications:
Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.
Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

E.M.I.—COSSOR ELECTRONICS LTD.
Dispute:
Broadcast Employees: CO appointed, 498; CB appointed, 644; CB fully constituted, 699.

FEDERAL DELIVERY INC.
Certification application:
Teamsters: 698.

FEDERATION OF TELEPHONE WORKERS OF CANADA
Certification application:
Canadian Telephone and Supplies Limited: 643.

J. M. FERLAND TRANSPORT LTÉE.
Certification application:
Teamsters: 753.

FINCH AND SONS TRANSPORT LIMITED
Certification applications:
Canadian Transportation Workers' Union (NCCL): Montreal terminal employees: rejected, 127.
Teamsters: 40; granted, 127.
Intervener, certification applications:
Canadian Transportation Workers' Union (NCCL): granted, 127.
Teamsters: Montreal terminal employees: rejected, 127.

FIREMEN, POWER PLANT OPERATORS, OILERS, HELPERS, ROUNDHOUSE AND RAILWAY SHOP EMPLOYEES, INTERNATIONAL BROTHERHOOD OF
Intervener, certification application:
Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

J. E. FORTIN TRANSPORT, INC.
Certification application:
Teamsters: 643; representation vote, 752.

GENERAL ENTERPRISES LTD. (*et al.*)
Disputes:
Carpenters and Joiners: CO appointed, 498; settlement, 498.
Operating Engineers: CO appointed, 417; settlement, 498.

G. M. GEST CONTRACTORS LIMITED
Certification application:
Carpenters and joiners: 364; granted, 415; correction, 579.

GIANT YELLOWKNIFE MINES LIMITED
Dispute:
Mine, Mill and Smelter Workers: CO appointed, 364; settlement, 498.

GRANT, N.
Certification application:
Railway, Transport and General Workers: application for revocation, 41; application denied, 580.

GRENIER EXPRESS INC.
Certification application:
Teamsters: granted, 39.
Dispute:
Teamsters: CO appointed, 364; dispute lapsed, 754.

GRENIER, H. O.
Certification application:
Teamsters: 698.

GRIMSHAW TRUCKING AND DISTRIBUTING LTD.
Certification application:
Professional Transport Workers' Union of Canada: 581; granted, 696.

HAMILTON HARBOUR COMMISSIONERS
Dispute:
Canadian Union of Public Employees: harbour patrol group: CB report, 138; settlement after Board procedure, 138.

HANNAN, S. T.
Certification application:
Railway, Transport and General Workers: application for revocation, 41; denied, 580.

HECTOR BROADCASTING CO. LTD.
Certification application:
Theatrical Stage Employees: Sydney, Glace Bay and New Glasgow: application for revocation granted, 40.

HENDERSON LUMBER COMPANY
Certification application:
Railway, Transport and General Workers: 190; withdrawn, 247.

HOLDEN SAND AND GRAVEL LIMITED
Dispute:
Seafarers: CO appointed, 364.

HOTEL AND RESTAURANT EMPLOYEES' AND BARTENDERS' INTERNATIONAL UNION
Certification application:
Marie Close (*et al.*): application for revocation withdrawn, 753.

HOULE EXPRESS LTÉE.
Certification application:
Syndicat des employés de Transport de St. Remi: 246; representation vote, 308; granted, 415.

HUDSON BAY MINING AND SMELTING CO. LIMITED
Certification applications:
Bricklayers: 497; granted, 695.
Steelworkers: Flin Flon and Snow Lake, Man.: 190, granted, 363.
Disputes:
Association of Flin Flon Trade Unions: CO appointed, 644.
Steelworkers: CO appointed, 581; CB appointed, 644; CB fully constituted, 699; CB report, 754.

HUMPHREY CONSTRUCTION LTD.
Certification applications:
Labourers: 364; granted, 496.
Machinists: 364; granted, 415.
Operating Engineers: 41; withdrawn, 129.
Operating Engineers, 364 (new application): granted, 415.

HURLEY TRANSPORT COMPANY LIMITED
Certification application:
Teamsters: 580; granted, 695.

ISLAND FERTILIZERS LTD.
Dispute:
Labourers' Protective Union: settlement, 41.

ISLAND TUG AND BARGE LIMITED
Certification applications:
Operating Engineers: 416; granted, 642.
Woodworkers: granted, 642.

JESSIMAN BROTHERS CARTAGE
Certification application:
Letter Carriers: 416; rejected, 642.

J. KEARNS TRANSPORT LTD.
Certification applications:
D.K.W. Employees' Association: 497; rejected, 696.
Teamsters: 416; rejected, 696; representation vote, 697.

KINGSWAY FREIGHTLINES LIMITED
Certification application:
Teamsters: request for review under Section 61 (2), 191.

KRAUS TRANSPORT LIMITED
Certification application:
Teamsters: 698.

JOHN KRON AND SON LIMITED
Certification application:
Teamsters: request for review under Section 61 (2), 191.

KUDLA, PAUL W. (*et al.*)
Intervener, certification application:
Broadcast Employees: representation vote, 642; granted, 695.

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA
Certification application:
Humphrey Construction Ltd.: 364; granted, 496.
Intervener, certification application:
Mount Nansen Mines Limited (employees at Carmacks, Y.T.): Tunnel and Rockworkers' Union, Local 168: lapsed, 129.

LABOURERS' PROTECTIVE UNION
Dispute:
Island Fertilizers Ltd.: settlement, 41.

LANKY EXPLORATIONS AND DEVELOPMENT LIMITED
Certification application:
Mine, Mill and Smelter Workers: granted, 127.

LETTER CARRIERS' UNION OF CANADA
Certification applications:
J. Dykes: 416; rejected, 642.
Jessiman Brothers Cartage: 416; rejected, 642.

LOCOMOTIVE ENGINEERS, BROTHERHOOD OF
Certification applications:
Canadian National Railways (system-wide unit of firemen, helpers and hostlers, Montreal): 363.
National Harbours Board (Montreal Railway Traffic Department): representation vote, 40; rejected, 127.

Dispute:
Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions): CO appointed, 581; settlement, 754.
Intervener, certification application:
Canadian National Railways: rejected, 39.

Locomotive Firemen and Enginemen, Brotherhood of
Certification applications:
Canadian National Railways: rejected, 39.
Chesapeake and Ohio Railway (Canada Division, St. Thomas, Ont.): 643.
Dispute:
Cumberland Railway Company: CO appointed, 129; settlement, 310.
Intervener, certification application:
National Harbours Board (Montreal Railway Traffic Department): representation vote, 40: rejected, 127.

Longshoremen's and Warehousemen's Union, International
Certification applications:
National Harbours Board (general unit): Vancouver Harbour Employees' Association: 41; withdrawn, 190.
National Harbours Board (security men): Vancouver Harbour Employees' Association: 41; withdrawn, 191.
Dispute:
National Harbours Board: Vancouver: CO appointed, 191; settlement, 365.

Longshoremen's Association, International
Certification applications:
Brown and Ryan Limited: 416; rejected, 642.
Clarke Traffic Services Ltd. (Clarke Steamship Co. Ltd.): 496; representation vote, 752.
Eastern Canada Stevedoring (1963) Limited: 416; rejected, 642.
Somavrac Inc.: 128.
Three Rivers Elevators Ltd.: 416; withdrawn, 581; new application, 581.
Dispute:
Shipping Federation of Canada, Inc: CO appointed, 41; settlement, 365.

McCabe Grain Company Limited
Certification application:
Railway and Steamship Clerks: office employees, Fort William and Port Arthur): 246; representation vote, 415; rejected, 579.
Dispute:
Teamsters: CO appointed, 41; CB appointed, 248; CB fully constituted, 365; CB report, 699.

McAllister Towing Ltd.
Certification application:
Canadian Marine Officers' Union: 497; granted, 695.
Dispute:
Seafarers: CO appointed, 364.

McAllister-Pyke Salvage Ltd.
Dispute:
Seafarers: CO appointed, 365.

McCambly, R. F.
Certification application:
Canadian Airlines Link Instructors' Association: application for revocation granted, 580.

MacCosham Storage and Distributing Company (Saskatchewan) Limited
Certification application:
Railway, Transport and General Workers: 581; withdrawn, 643.

MacCosham Van Lines Limited
Certification application:
Teamsters: application for revocation granted, 247; 363.
Dispute:
Teamsters: CO appointed, 129; dispute lapsed, 417.

McCulloch, W. A. (*et al.*)
Certification application:
Theatrical Stage Employees: Sydney, Glace Bay and New Glasgow: application for revocation granted, 40.

McEwen, Lorne
Certification application:
Teamsters: representation vote, 190; application for revocation granted, 308.

Machinists and Aerospace Workers, International Association of
Certification applications:
Aeronaves de Mexico S.A.: 190, granted, 308.
Atomic Energy of Canada Limited: request for review granted, 308.
Bristol Aerospace Limited: 364.
Canadian Pacific Air Lines Limited: request for review of Board's decision, 496; representation vote, 698; request for review, 752.
Eastern Provincial Airways (1963) Limited: 416; withdrawn, 497.
Humphrey Construction Ltd.: 364; granted, 415.
Nordair Limited: 581; granted, 696.
Northern Wings Limited: 309; granted, 579.
Quebecair: 40; granted, 127.
TransAir Ltd. (Traffic Department): 246; granted, 415.
Disputes:
Aeronaves de Mexico, S.A.: CO appointed, 754.
Air Canada: CB report, 42; settlement after strike action, 138.
Allied Aviation Service Company of Nfld., Limited: CO appointed, 310; settlement, 417.
Atomic Energy of Canada Limited: CO appointed, 310; CB appointed, 417; CB fully constituted, 498; CB report, 589; settlement, 644.
Bristol Aviation Services: CO appointed, 129; settlement, 191.
Bristol Aviation Services: CO appointed, 417; CB appointed, 589; CB fully constituted, 699.
Canadian Pacific Air Lines Limited: CO appointed, 364; CB appointed, 417; CB fully constituted, 498; CB report, 644; settlement, 699.

Consolidated Aviation Fueling and Services Limited: CB fully constituted, 42; CB report, 191; strike action, 191; settlement, 248.

Consolidated Aviation Fueling of Toronto Limited: CO appointed, 581; CB appointed, 644; CB fully constituted, 699; CB report, 754; strike action, 754.

Eastern Provincial Airways (1963) Ltd.: CO appointed, 581; CB fully constituted, 754.

Quebecair: CO appointed, 498; settlement, 589; CB appointed, 699.

Intervener, certification applications:

Canadian National Railways (Point St. Charles Shops): withdrawn, 247.

Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

McKenzie Barge and Derrick Co. Ltd.

Certification application:

Canadian Merchant Service Guild, Inc.: marine engineers: granted, 39.

McNeil Transport Limited

Certification application:

Teamsters: 580; granted, 695.

Maintenance of Way Employees, Brotherhood of

Intervener, certification applications:

Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.

Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

Canadian Pacific Railway Company (Atlantic Region): withdrawn, 247.

Manitoba Pool Elevators

Certification application:

Railway and Steamship Clerks: office employees, Fort William and Port Arthur: 246; granted, 415.

Maple Leaf Mills Limited

Dispute:

Packinghouse Workers: CO appointed, 364; settlement, 417.

Marconi Salaried Employees' Association

Dispute:

Canadian Marconi Company: settlement, 41.

Marie Close (*et al.*)

Certification application:

Hotel and Restaurant Employees: application for revocation withdrawn, 753.

Martel Express Ltée

Certification application:

Teamsters: application for revocation: 643; application for revocation granted, 698.

Dispute:

Teamsters: CO appointed, 310.

Midland Superior Express Limited

Certification applications:

Teamsters (Local 31): 190; granted, 496 (reasons for judgment).

Teamsters (Local 938): 753.

Dispute:

Teamsters: CO appointed, 754.

Mid-West Tankers Ltd.

Certification application:

Professional Transport Workers: 246; granted, 308.

Mine, Mill and Smelter Workers (Canada), International Union of

Certification applications:

Anvil Mining Corporation: 416; granted, 579.

Cassiar Asbestos Corporation Limited, Clinton Creek, Yukon Territory: granted, 39.

Lanky Explorations and Development Limited: granted, 127.

Mount Nansen Mines Limited: (Carmacks, Y.T.): lapsed, 129; 698.

Disputes:

Cassiar Asbestos Corporation Limited: CO appointed, 310: settlement, 365.

Giant Yellowknife Mines Limited: CO appointed, 364; settlement, 498.

New Imperial Mines Limited: CO appointed, 129; settlement, 310.

Intervener, certification application:

Cassiar Asbestos Corporation Limited: rejected, 39.

Mine Workers of America, United

Certification application:

Tank Truck Transport Limited: 496; granted, 695.

Intervener, certification applications:

Agence Maritime Inc.: representation vote, 128.

National Harbours Board (Montreal): granted, 579.

National Harbours Board (Ottawa): representation vote, 496.

North Shore Shipping Lines Ltd.: representation vote, 246; rejected, 415.

Molders' and Allied Workers' Union, International

Intervener, certification application:

Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

Monarch Transport Ltd.

Certification application:

Teamsters: 496; granted, 579.

Dispute:

Retail Clerks: settlement, 41.

Montreal City and District Savings Bank

Certification application:

Syndicat des employés de la Banque d'Épargne de la Cité et du District de Montréal: 416; granted, 752.

MOTORWAYS VAN LINES LTD.
Certification applications:
Teamsters: Security Storage Division, Local 31: 753.
Teamsters: Security Storage Division, Local 395; 309; representation vote, 496; rejected, 579.

MOUNT NANSEN MINES LIMITED
Certification application:
Mine, Mill and Smelter Workers: Carmacks, Y.T., lapsed, 129; 698.

A. A. MURPHY AND SONS LTD.
Certification applications:
A. A. Murphy and Sons Ltd. Employees' Association: rejected, 127.
AM/TV Employees' Association (Radio Station CFQC and TV Station CFQC-TV): 753.

A. A. MURPHY AND SONS LTD. EMPLOYEES' ASSOCIATION
Certification application:
A. A. Murphy and Sons Ltd.: rejected, 127.

NANAIMO AIR LINES
Certification application:
Railway, Transport and General Workers: 580; granted, 695.

NATIONAL HARBOURS BOARD
Certification applications:
Locomotive Engineers: Montreal Railway Traffic Department: representation vote, 40; rejected, 127.
Longshoremen and Warehousemen (Vancouver Harbour Employees' Association) (general unit): 41; withdrawn, 190.
Longshoremen and Warehousemen (Vancouver Harbour Employees' Association) (security men): 41, withdrawn, 191.
Syndicat national des employés de bureau du Port de Montréal (CSN) (Montreal): 247: granted, 642.
Syndicat national des employés du Port de Montréal (CSN): 309; representation vote, 496; granted, 579.
Disputes:
Longshoremen and Warehousemen: (Vancouver): CO appointed, 191; settlement, 365.
National Harbours Board Employees' Federal Union No. 24: Saint John, N.B.: CO appointed, 581: settlement, 644.
National Harbours Board Police Brotherhood: Port of Montreal: CO appointed, 698.
National Syndicate of Employees of the Port of Montreal (CNTU): CO appointed, 248; CB appointed, 310; CB fully constituted, 365; CB report, 644; settlement, 644, 699.
Public Service Alliance of Canada: Prescott Elevator (casual employees): CO appointed, 417; settlement, 498.
Public Service Alliance of Canada: Churchill, Man.: CO appointed, 754.
Public Service Alliance of Canada: Prescott elevator group: CO appointed, 310; settlement, 365.
Public Service Alliance of Canada: Quebec harbour police: CO appointed, 310; settlement, 365.
Seafarers: Port of Montreal: CO appointed, 498; settlement, 754.
Intervener, certification applications:
Locomotive Firemen and Enginemen: Montreal Railway Traffic Department: representation vote, 40; rejected, 127.
Mine Workers: Montreal: granted, 579.
Mine Workers: Ottawa: representation vote, 496.
Public Service Alliance of Canada: Montreal Harbour: granted, 642.
Syndicat National des employés du Port of Montréal (CSN): Ottawa: representation vote, 496.

NATIONAL HARBOURS BOARD EMPLOYEES' FEDERAL UNION No. 24
Dispute:
National Harbours Board (Saint John, N.B.): CO appointed, 581; settlement, 644.

NATIONAL HARBOURS BOARD POLICE BROTHERHOOD
Dispute:
National Harbours Board (Port of Montreal): CO appointed, 698.

NATIONAL SYNDICATE OF EMPLOYEES OF CARGILL GRAIN COMPANY LIMITED
Dispute:
Cargill Grain Company Limited: CO appointed, 365; CB appointed, 417; CB fully constituted, 508; CB report, 644; strike action, 754.

NATIONAL SYNDICATE OF EMPLOYEES OF THE PORT OF MONTREAL (CNTU)
Dispute:
National Harbours Board: CO appointed, 248; CB appointed, 310; CB fully constituted, 365; CB report, 644; settlement, 644, 699.

NEW IMPERIAL MINES LTD.
Dispute:
Mine, Mill and Smelter Workers: CO appointed, 129; settlement, 310.

NORDAIR LIMITED
Certification application:
Machinists: 581; granted, 696.

NORTH AMERICAN ELEVATORS LIMITED
Dispute:
Le Syndicat Catholique et National des Débardeurs de Sorel Inc. (CSN): CO appointed, 498: settlement, 644.

NORTH CANADA AIR LTD.
Certification application:
Railway, Transport and General Workers: application for revocation, 129; application for revocation withdrawn, 248.

Dispute:
Railway, Transport and General Workers: lapsed, 42.

NORTH PACIFIC TOWING AND SALVAGE LIMITED
Certification application:
Railway, Transport and General Workers: granted, 127.

NORTH SHIPPING AND TRANSPORTATION LTD.
Certification application:
Canadian Marine Officers' Union: deck officers and marine engineers: granted, 127.
Seafarers: unlicensed personnel: granted, 127.

NORTH SHORE SHIPPING LINES LTD.
Certification application:
Seafarers: 40; representation vote, 246; rejected, 415.
Intervener, certification application:
Mine Workers: representation vote, 246; rejected, 415.

NORTHERN DISTRIBUTING AND WAREHOUSING LTD.
Certification application:
Railway, Transport and General Workers: 497; granted, 642.

NORTHERN INDUSTRIAL CARRIERS LTD.
Certification application:
Professional Transport Workers' Union of Canada: representation vote, 190; rejected, 308.
Teamsters: 41; representation vote, 190; granted, 308.
Dispute:
Teamsters: CO appointed, 417; settlement, 589.
Intervener, certification application:
Teamsters: rejected, 308.

NORTHERN WINGS LIMITED
Certification application:
Machinists: 309; granted, 579.

NORLAKE STEAMSHIPS CO. LIMITED
Dispute:
Seafarers: CO appointed, 364.

NORTHLAND SHIPPING (1962) CO. LTD.
Certification application:
Canadian Merchant Service Guild, Inc.: marine engineers and electricians: granted, 39.

OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL UNION
Disputes:
Atomic Energy of Canada Limited: CO appointed, 581; settlement, 589.
Bell Telephone Company of Canada (Directory Sales Department, Eastern Region): CB report, 138; settlement, 191.

ONTARIO NORTHLAND RAILWAY
Certification application:
Railway, Transport and General Workers: request for review granted in part, 128.

OPERATING ENGINEERS, CANADIAN UNION OF
Dispute:
Canadian Arsenals Limited: CO appointed, 754.

OPERATING ENGINEERS, INTERNATIONAL UNION OF
Certification applications:
Dawson Construction (Northern) Limited (employees in Whitehorse area, Yukon Territory): granted, 39.
Humphrey Construction Ltd.: 41; withdrawn, 129; new application, 364.
Island Tug and Barge Limited: 416; granted, 642.
Poole Engineering Company Limited (employees in Yukon Territory): 128; 698; granted, 752.
Rivtow Marine Ltd.: 497; granted, 642.
D. S. Scott Transport Ltd.: 496; granted, 579.
Western-Freeway Ventures Ltd.: 581; representation vote, 752.
Disputes:
Canadian National Hotels Limited (MacDonald Hotel, Edmonton): CO appointed, 41; settlement, 129.
General Enterprises Limited: CO appointed, 417; settlement, 498.

OUTFITTERS INCORPORATED LTD.
Certification application:
Asbestos Workers: 698.

OVERNITE EXPRESS LIMITED
Certification application:
Teamsters (Locals 106, 879, 938): Hull, Que.: representation vote, 40; request for review under Section 61 (2), 191.
Intervener, certification application:
Canadian Transportation Workers' Union (Local 192, NCCL): representation vote, 40; request for review under Section 61 (2), 191.

THE OWEN SOUND TRANSPORTATION CO. LIMITED
Dispute:
Seafarers: CO appointed, 498; settlement, 589.

PACKINGHOUSE, FOOD AND ALLIED WORKERS, UNITED
Disputes:
Maple Leaf Mills Limited: CO appointed, 364; settlement, 417.
Robin Hood Flour Mills Limited: Moose Jaw, Sask.: CO appointed, 364; settlement, 498.
Robin Hood Flour Mills Limited: Port Colborne, Ont.: CO appointed, 754.
Robin Hood Flour Mills Limited: Saskatoon, Sask: CO appointed, 498; settlement, 498.

PACIFIC TIDEWATER MARINE LTD.
Certification application:
Canadian merchant Service Guild, Inc.: M.V. *Canadian Tide* and M.V. *Min Tide*: 698; granted, 696.
Seafarers: 642-43; granted, 696.

Pacific Western Airlines Limited
Dispute:
Air Line Pilots: CO appointed, 191; CB appointed, 248; CB fully constituted, 310; CB report, 417; settlement, 417.

Pelee Shipping Company Limited
Certification application:
Seafarers: 128; representation vote, 246; rejected, 415.

Piette Transport Inc.
Certification application:
Teamsters: 416; application for revocation granted, 698.

Pine Point Hotel
Certification application:
Beverage dispensers, hotel service and culinary and restaurant employees: 581; representation vote, 752.

Poole Engineering Company Limited
Certification application:
Operating Engineers: employees in Yukon Territory: 128; withdrawn, 698; granted, 752.

Porter Shipping Ltd.
Certification application:
Marine officers: marine engineers on *Liquilassee*: granted, 39.
Disputes:
Marine Officers: CO appointed, 644; settlement, 698.
Seafarers: CO appointed, 364.

Professional Transport Workers' Union of Canada
Certification applications:
Grimshaw Trucking and Distributing Ltd.: 581; granted, 696.
Mid-West Tankers Ltd.: 246.
Northern Industrial Carriers Ltd.: representation vote, 190; rejected, 308.
J. Ronaghan Trucking Ltd.: granted, 190.
Veteran Transfer Ltd.: 41; granted, 190.
Western Asphalt Distributors (Alberta) Ltd.: granted, 190.
Intervener, certification application:
H. M. Trimble and Sons Ltd.: representation vote, 496.

Public Service Alliance of Canada
Disputes:
National Harbours Board (Churchill, Man.): CO appointed, 754.
National Harbours Board (Prescott Elevator, casual employees): CO appointed, 417; settlement, 498.
National Harbours Board (Prescott elevator group): CO appointed, 310; settlement, 365.
National Harbours Board (Quebec harbour police): CO appointed, 310; settlement, 365.
Intervener, certification application:
National Harbours Board (Montreal Harbour): granted, 642.

Publow, William
Certification application:
Teamsters: representation vote, 190; application for revocation granted, 308.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of
Intervener, certification application:
Cargill Grain Company Limited: representation vote, 127; granted, 190.

Quebec Cartier Mining Company
Dispute:
Seafarers: CO appointed, 364.

Quebec North Shore and Labrador Railway Company
Dispute:
Railroad Trainmen: CO appointed, 41; settlement, 129.

Quebecair
Certification application:
Machinists: 40; granted, 127.
Dispute:
Machinists: CO appointed, 498; settlement, 589.

Radio and Television Employees of Canada, Association of *See* Association of Radio and Television Employees of Canada

Radio Iberville Ltée
Dispute
Syndicat Général de la Radio CSN (CHRS): CO appointed, 310; CB appointed, 498; CB fully constituted, 589.

Radio Lac St-Jean (CFGT)
Dispute:
Broadcast Employees: CO appointed, 310; settlement, 498.

Radio Laval Inc.
Certification application:
Syndicat General de la Radio CSN (CKLM): 364; granted, 579.

Radio 1540 Limited (CHIN)
Certification application:
Broadcast Employees: 416; representation vote, 579; rejected, 642.

Radio Saguenay Limitée (CKRS and CKRS-TV)
Dispute:
Broadcast Employees: CO appointed, 129; CB appointed, 248; CB fully constituted, 310; settlement, 508.

Radio Trois-Rivières Inc. (CHLN)
Dispute:
Broadcast Employees: settlement, 41.

Railroad Signalmen, Brotherhood of
Intervener, certification applications:
Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.
Canadian Pacific Railway Company (Atlantic Region): withdrawn, 247.

Railroad Trainmen, Brotherhood of

Disputes:

Canadian Pacific Railway Company (dining car service employees): CB appointed 41; CB fully consttituted, 41; CB report, 365.

The Cumberland Railway Company (Sydney and Louisburg Division): settlement, 248.

Quebec North Shore and Labrador Railway Company: CO appointed, 41; settlement, 129.

Toronto, Hamilton and Buffalo Railway Company: CO appointed, 364; settlement, 417.

Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of

Certification applications:

McCabe Grain Company Limited (office employees, Fort William and Port Arthur): 246; representation vote, 415; rejected, 579.

Manitoba Pool Elevators: office employees, Fort William and Port Arthur: 246; granted, 415.

Richardson Terminals Limited (office employees, Fort William and Port Arthur): 247; granted, 415.

United Grain Growers Limited (office employees, Fort William and Port Arthur): 247; representation vote, 415; rejected, 579.

Dispute:

Canadian Pacific Air Lines Limited: CO appointed, 417; settlement, 417.

Intervener, certification applications:

Biggar, Walter T. (*et al.*): representation vote, 415; rejected, 579.

Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.

Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

Canadian Pacific Railway Company (Atlantic Region): withdrawn, 247.

Clarke Traffic Services Ltd. (Clarke Steamships Co. Ltd.): representation vote, 752.

Railway Carmen of America, Brotherhood of

Intervener, certification applications:

Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.

Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

Canadian Pacific Railway Company (Atlantic Region): withdrawn, 247.

Railway Employees' Department, Division No. 4

Intervener, certification applications:

Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.

Canadian Pacific Railway Company (Angus Shops, Montreal): rejected, 39.

Canadian Pacific Railway Company (Atlantic Region): withdrawn, 247.

Railway, Transport and General Workers, Canadian Brotherhood of

Certification applications:

AirWest Airlines: 580; rejected, 697.

B.C. Airlines Limited: 128; granted, 190.

Canadian National Railways (employees in office of the Manager of Merchandise Claims, St. Lawrence Region): application for revocation, 41; denied, 580.

Cement Cartage Company, Limited: 580; granted, 695.

Grant, N.: application for revocation, 41; denied, 580.

Hannan, S. T.: application for revocation, 41; denied, 580.

Henderson Lumber Company, Limited: 190; withdrawn, 247.

MacCosham Storage and Distributing Company (Saskatchewan) Limited: 581; withdrawn, 643.

Nanaimo Air Lines: 580; granted, 695.

North Canada Air Ltd.: application for revocation, 129; application for revocation withdrawn, 248.

North Pacific Towing and Salvage Limited: granted, 127.

Northern Distributing and Warehousing Ltd.: 497; granted, 642.

Ontario Northland Railway: request for review granted in part, 128.

Regina Cartage and Storage Company, Limited: 581; granted, 695.

Rudolphe Van der Walde (Canada) Ltd.: 190; withdrawn, 247.

St. Lawrence Seaway Authority (Twinning Project, Welland Ship Canal, St. Catharines): request for review, 364; request for review granted, 415.

West Coast Air Services Limited: 753.

Williams and Simpson: 190; withdrawn, 247.

Disputes:

Alaska Cruise Lines, Ltd.: settlement, 129.

B.C. Airlines Limited: CO appointed, 310; settlement, 417.

B.C. Towboat Owners' Association: CO appointed, 498; settlement, 699.

British Yukon Navigation Company Limited: CO appointed, 754.

Canadian National Hotels Limited (Bessborough Hotel, Saskatoon): CO appointed, 644; CB appointed, 699.

Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg): CO appointed, 644; CB appointed, 699; CB fully constituted, 754.

Canadian National Railways (Canadian National Newfoundland Steamship Service and Yarmouth-Bar Harbour Ferry Service): CO appointed, 417; CB appointed, 498; CB fully constituted, 589; CB report, 699; settlement, 699.

North Canada Air Limited: lapsed, 42.

Intervener, certification application:

Canadian National Railways (Pointe St. Charles Shops): withdrawn, 247.

Rawlinson, M., Limited
Certification application:
Teamsters: 190; granted, 308.

Regina Cartage and Storage Company Limited
Certification application:
Railway, Transport and General Workers: 581; granted, 696.

Reimer Express Lines Limited
Dispute:
Teamsters: Toronto Terminal: CO appointed, 417; settlement, 417.

Restigouche Log Driving and Boom Company
Certification application:
Carpenters and Joiners: 753.

Retail Clerks' International Association
Dispute:
Monarch Transport Ltd.: settlement, 41.

Richardson Terminals Limited
Certification application:
Railway and Steamship Clerks: office employees, Fort William and Port Arthur: 247; granted, 415.

Rivtow Marine Ltd.
Certification application:
Operating Engineers: 497; granted, 642.

Robert Transport Ltée
Dispute:
Teamsters: settlement, 248.

Robin Hood Flour Mills Limited
Disputes:
Packinghouse Workers: Moose Jaw, Sask.: CO appointed, 364; settlement, 498.
Packinghouse Workers: Port Colborne, Ont.: CO appointed, 754.
Packinghouse Workers: Saskatoon, Sask.: CO appointed, 498; settlement, 498.

Robinson, D. A. (*et al.*)
Intervener, certification application:
Canadian Pacific Air Lines, Limited: request for review, 752.

Rod Service Ltée
Dispute:
Le Syndicat National des Employés de Rod Service (CSN): CB fully constituted, 42; CB report, 138; settlement, 191.

J. Ronaghan Trucking Ltd.
Certification application:
Professional Transport Workers: granted, 190.
Intervener, certification application:
Teamsters: granted, 190.

Rotating Strikes *See* Strikes and Lockouts

St. Lawrence Seaway Authority
Certification application:
Railway, Transport and General Workers: Twinning Project, Welland Ship Canal, St. Catharines: request for review, 364; request for review granted, 415.

St. Maurice Dredging (1966) Ltd.
Certification application:
Seafarers: representation vote, 40; rejected, 127.

D. S. Scott Transport Ltd.
Certification application:
Operating Engineers: 496; granted, 579.

Seafarers' International Union of Canada
Certification applications:
Agence Maritime Inc.: representation vote, 128.
Chembarge Ltd.: 128; representation vote, 246; rejected, 496.
Desgagnes Navigation Limited: 497.
North Shipping and Transportation Limited (unlicensed personnel): granted, 127.
North Shore Shipping Lines Ltd.: 40; representation vote, 246; rejected, 415.
Pacific Tidewater Marine Ltd.: 642-43; granted, 696.
Pelee Shipping Company Limited: 128; representation vote, 246; rejected, 415.
St. Maurice Dredging (1966) Ltd.: representation vote, 40; rejected, 127.
Steltner Development and Manufacturing Company Limited: 128; granted, 308.
Three Rivers Boatman Ltd.: 127 (reasons for judgment issued).
Disputes:
Alaska Cruise Lines, Ltd.: CO appointed, 191; settlement, 310.
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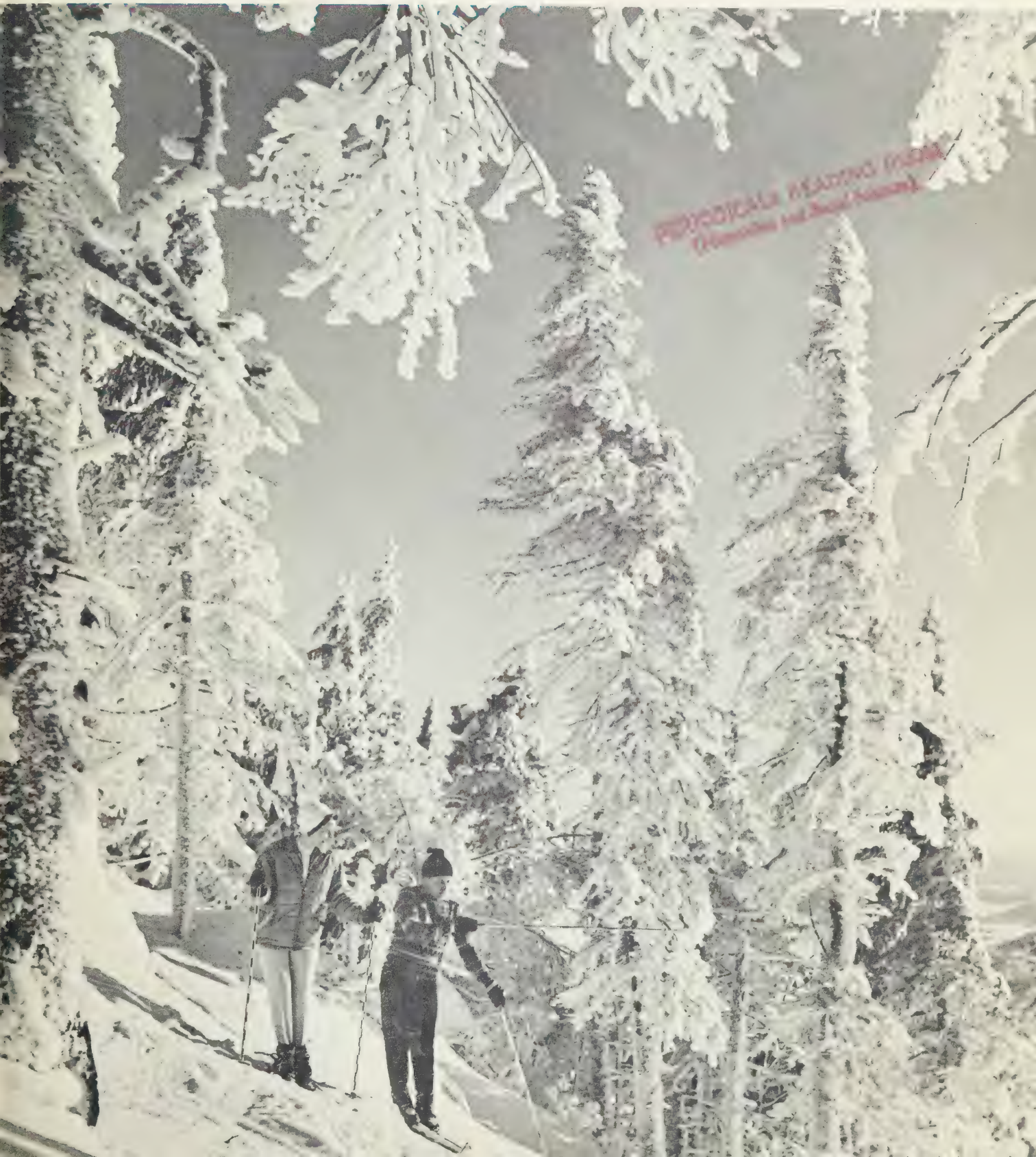
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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Price $1.00, Cat. No. L1-1965.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

Industrial and Geographical Distribution of Union Membership in Canada, 1965 (English or French). Price 15 cents, Cat. No. L31-765.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-548.

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Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

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Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

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Snow-laden trees provide a magnificent background to a typical Canadian winter scene as two skiers prepare to descend the slopes of famous Mont Tremblant in the Laurentian Mountains north of Montreal.

—NFB Photo

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New Year Messages

A Goal for Centennial Year

Hon. John R. Nicholson

Minister, Canada Department of Labour

Canada had an exceptionally prosperous year in 1966, and, as might be expected, this prosperity was reflected in high employment and higher incomes for labour.



Nicholson

The number of paid workers in employment rose by nearly 6 per cent, and the increase in labour income from 1965 to 1966 will probably be more than 12 per cent, the largest since 1955-56. Consumer prices in 1966 averaged less than 4 per cent higher than in 1965, so the total real labour income rose by over 8 per cent.

This is the background against which we must look at the complex and worrying industrial disputes of the past year. Admittedly, 1966 was a difficult, in fact a very trying, year in industrial relations. Settlements in several of the major collective agreements that came up for renewal were reached only after strikes or the threat of strikes. Regrettable as this may be, in my opinion, such situations are not unnatural in a booming economy, when labour endeavours to maintain its full share of the economy's growth.

When the growth of the economy is slowing down, with profits shrinking and unemployment rising, strikes tend to be much less frequent and of shorter duration. In my opinion, however, labour should not be unfairly criticized for trying, when the economy is booming, to gain its rightful share of the national rising income.

The strikes that caused the greatest loss and disruption were, of course, those connected in one way or another with transportation, our most vital industry. Concern over such work stoppages is natural. A large part of the foreboding, however, was reserved for the effects of the settlements reached which, in some instances it was said, were so large as to have a serious adverse effect on the economy. I have seen no proof of this. Moreover, it must be recognized that in a free society, major labour-management adjustments must take place occasionally.

We must remember also that today other important issues in labour disputes loom just as large as wages and other monetary benefits—such issues, for instance, as job security in the face of technological change. The way in which problems of this kind are faced and solved may well, in the long run, be equally important to the economy.

It must be kept in mind that peaceful industrial settlements are still the general rule. In the past year, close to 125 disputes under federal jurisdiction were dealt with by conciliation officers or conciliation boards. Only 10 of these resulted in legal strikes. This means that the vast majority of settlements in these disputes were made without any stoppage of work. We tend to forget that, in addition to these 125 disputes, there were many more settlements worked out by the parties themselves in industries under federal jurisdiction without any recourse to Department of Labour conciliation officers or mediation services.

The costs of labour disputes and their settlements are often widely publicized. There are, however, other costs that are much more alarming, but which rarely receive any public attention whatever. For all Canadian industries, the time-loss caused by work injuries in 1965 was estimated at 7,000,000 man-days. When the 1966 figures are in, it is likely that time-loss from work injuries will be twice that of work stoppages, even in this year of major disputes.

This clearly highlights the importance of the Canada Labour (Safety) Code that was passed by Parliament just over a week ago—an Act which, I am convinced, will be considered, in the years to come, a major achievement of 1966.

There is much work to be done during the coming year under the new

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Canada's Second Century

Claude Jodoin

President, Canadian Labour Congress

As we enter Canada's second century we must be prepared to think in terms of the new century. All that has been accomplished in our first century—and it is a great deal—has provided us with a solid base on which to build. This is our responsibility — and our success or our failure will depend on how well we build.



Jodoin

The application of this truth applies as much, if not more, in the area of labour-management relations as in any other field. It is no exaggeration to say that the economic future of our century-old nation—and so the social and other futures—will depend to a very considerable degree on our success in meeting the problems that now confront us.

It is in human relations that we are lagging. Our advances in the scientific and technical fields have been considerable. But we have failed to keep pace in human needs.

This is the task that confronts us as we enter Canada's second century. We have many advantages. We are a relatively small country in terms of population. We are a country with a diversity of interests. Industrially we are a young but rapidly growing nation. Ours is a country with a tremendous future. All this lends itself to breaking new ground.

Surely, under all these circumstances, we, as Canadians, can again demonstrate the pioneering spirit that built our country and can make a really significant contribution to the great challenge of relating scientific and technical advances to human needs.

Nicholson

Continued from page 2

Safety Code. Each and every year on the average, approximately 70,000 persons under federal jurisdiction suffer employment injuries, and every other working day some such worker is killed on the job. The Canada Department of Labour is now in a position to play a full part in reducing the toll of needless suffering and waste of human resources that result from such accidents.

The new Safety Code is designed to become another part of a complete Canada Labour Code. The first part, the Canada Labour (Standards) Code, went into effect in July, 1965, setting minimum standards of wages, hours and holidays for workers under federal jurisdiction.

It provided for a period of adjustment to the wages and hours-of-work provisions, and a number of deferments were granted. On January 1, all deferments of the minimum wage provisions will end, and all employees under federal jurisdiction will receive the benefits of these provisions.

Further, a great deal of progress has been made in the application of the hours-of-work section of the Code. It is now in effect for the employees of the major airlines, for instance, and it will soon apply to most radio and television broadcasting.

Canadians have good reason to be optimistic about 1967. From what we know at present, it seems likely that there will not be the same pressures on the economy as there were in 1966. As a consequence, prices of goods and services are not likely to rise as much as in the past year. This probability, coupled with the fact that fewer major collective agreements come up for renewal in 1967, holds out the hope of a greater measure of industrial peace in our Centennial Year. I sincerely hope that this proves to be the case.

We cannot look for the same rate of growth of the economy as in the year just ending, however. There is now virtually no slack to be taken up in the economy, and, under such circumstances, greater economic growth can come only from an increase in the labour force or an increase in productivity.

Although the labour force is expected to increase by about 3 per cent in the year ahead, productivity will not reach this level unless more effective measures are taken.

From this we can expect in 1967 a rise of about 4 per cent in the volume of goods and services produced, compared

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The Promise of 100 Years Ago

Charles Smith

Chairman, Canadian Railway Labour Executives' Association

New Year 1967, Centennial Year, a date which has been anticipated by all Canadian citizens with hope that the promise of 100 years ago to weld together a strong, united nation would be realized and that Canada, the land of opportunity, would celebrate its birthday in peace and happiness.



Smith

The workers of this country, who by their efforts have brought about the economic stability necessary to attain nationhood, have a right to celebrate the Centennial and to be justifiably proud of their accomplishments during a century of progress.

Unfortunately, as we approach the New Year, Confederation faces many complex problems, and the utmost co-operative effort and understanding is essential if our two founding races, French and English, are to go forward together to the promise of greatness.

The Canadian Railway Labour Executives' Association, representing railway employees in all provinces on a national basis, is vitally concerned with the preservation of our democratic processes under Confederation. We shall continue to use all our resources to prevent fragmentation of workers on a racial or geographic basis. Separatism in any form has no part in the union structure, and we condemn any action that attempts to separate the railway worker in Quebec from his fellow-worker in British Columbia or any other province. It is indeed regrettable that money now being spent in union conflict, particularly in Quebec, could not be put to much better use for the greater benefit of all workers.

The year 1966 will be remembered primarily by railway employees because of the general railway strike, which demonstrated the solidarity of workers in their justifiable demands for equitable treatment in comparison to workers in other industries.

The action of the Government in forcing a termination of the strike—with compulsory arbitration as a final solution—has created many problems for both employees and the union leadership. Violation of the law could only result in chaos, and responsible leadership cannot advocate such a policy. To do so would be to abdicate the responsibility of office.

One thing has been made crystal clear: The processes of the Industrial Relations and Disputes Investigation Act, under which railway unions function, must be revised to provide more effective machinery for true collective bargaining and elimination of delay in reaching settlement.

CRLEA will do everything in its power to co-operate with the Government in this respect, while at the same time registering unequivocable opposition to the theory that compulsory arbitration is the only solution to the problem of negotiations in the railway industry. The report of the Industrial Inquiry Commission by Mr. Justice Freedman, received late in 1965—without doubt one of the most important reports ever issued in connection with collective bargaining on the railways—will have a profound effect upon future policy.

The year 1966 has been a year of frustration and unrest for railwaymen. Procrastination and delay in reaching a settlement of notices served in November 1965 has built up a feeling of active resentment against Government interference. The myth that wage increases are the direct cause of inflation has been exploded, for productivity continues to show steady growth, and profits continue to increase. Labour expects to share equitably in the benefits of increased productivity through technological innovations, and it will accept no less.

As we move forward to the New Year, let us hope that the clouds of anxiety which beset the union-management-government relationship will be lifted, and that, by a realistic approach to the problems confronting us, a method may be found to avoid the conflict engendered by the existing abortive collective bargaining process.

50 Years Ago

Wage increases in January 1917 ranged from one cent an hour to 10 per cent

Railroads in United States contesting constitutionality of eight-hour act

In December, 1916 the Guelph Radial Railway Company, "by voluntary concession, granted their motormen and conductors, to the number of 24, an increase of a cent an hour," the LABOUR GAZETTE of January 1917 reported. About 2,000 employees of the Toronto Electric Railway Company got an increase of 2½ cents an hour, and car cleaners got 1½ cents.

The Canadian Pacific Railway Company gave an increase to its maintenance-of-way employees, retroactive to October 1. Foremen got 20 cents a day more, and the men under them got 25 cents. Arbitrators in a dispute between the Quebec Street Railway and its employees unanimously awarded the latter an increase of 2½ cents an hour. Employees of the Dominion Express Company, who were earning less than $2,000 a year and had not less than six months' service, were granted an increase of 10 per cent. The change affected 1,876 employees.

Engineers and firemen on the Morrisey, Fernie, and Michel Railway were given an increase, the engineers' wages being raised to $42.26 a week from $40.53, and the firemen's wages to $28.14 from $26.46 a week. Twenty-two plumbers and steamfitters at Kingston had their wages raised to $3.50 from $3.00 for an eight-hour day. A bridge and iron company in Bridgeburg, Ont., voluntarily gave its 1,000 employees an increase of 10 per cent.

Railroads in the United States, the GAZETTE said, had begun suits attacking the constitutionality of the Adamson eight-hour act, which had become law in the previous September, and which had averted a strike of railroad trainmen that had threatened to paralyze 200,000 miles of railway. The companies contended that the act arbitrarily and unreasonably deprived them of liberty of contract, and by increasing wages had deprived them of property without due process of law. The Department of Justice had issued a statement on November 15 to the effect that it would take direct charge of these cases.

The GAZETTE compared this law with an award that had been given a short time before by arbitrators in the case of the railway switchmen in the United States. The switchmen had demanded an eight-hour day, with time and a half for overtime, at the same time as the trainmen were making a similar demand. Unlike the trainmen, however, they had agreed to submit the dispute to an arbitration board. The award of the board had granted the eight-hour day as a unit of reckoning, but had not established the principle recognized in the law that had settled the trainmen's dispute—namely, that 10 hours' pay for eight hours' work was a minimum day's wage.

The GAZETTE published figures from returns supplied by trade unions giving the percentages of their numbers who were unemployed on three different dates: December 30, 1915; June 30, 1916; and September 30, 1916. On the first of these dates, the percentage unemployed for all manufacturing and mechanical industries was 3.1; on the second date, 1.1; and on the third date 1.3.

In steam railways, the percentages were 2.4, 0.5, and 0.6; in navigation, 12.2, 2.3 and 1.1; in building and construction, 28.3, 8.6 and 6.3; in mining and quarrying, 5.9, 1.2 and 0.7. For all occupations together, the percentages were: 8.7, 2.1 and 1.4.

"Although immigration showed a gain as compared with 1915, the relief afforded was very slight," this journal said. "In British Columbia, however, the increased demand brought several hundreds more Japanese and Chinese than in the previous year. Figures (unrevised) prepared by the Immigration Department for the calendar year show the total immigration for 1916 as 65,732, an increase of 17,266, or about 36 per cent over 1915, when the number of immigrants was 48,466." (In 1912-13, immigration had reached a total of 402,432.)

The numbers arriving from Great Britain were given as 9,606 in 1915 and 8,617 in 1916; from the United States, 36,098 in 1915 and 51,613 in 1916; and from other countries, 2,762 in 1915 and 5,484 in 1916.

"Navigation on the lakes closed December 1, but from some ports freight was carried until about the middle of the month," this journal said. "Shipping at winter ports was brisk, and longshoremen were well employed. Navigation between Point du Chene and Summerside, P.E.I., closed December 30. Halifax reported that work along the waterfront was very active, and promised to continue so throughout the winter; about 1,200 men were loading and unloading steamships. At Saint John, longshoremen were well employed, and crews were working day and night.

"Up to the close of navigation on December 30, the port of Montreal was busy, though the returns for the year in the number of vessels and tonnage showed a falling off from the previous year, accounted for by shortage of vessels and a labour shortage in the Nova Scotia coal mines, which caused a falling off in the number of coasting vessels coming to Montreal. . . ."

In the Prairie Provinces, it was reported that little grain remained unthreshed in the Saskatoon district, and that at Calgary, threshing was about completed and men were returning in large numbers to the cities for other employment.

NEWS BRIEFS

Canada-wide postal strike averted by agreement signed few hours before deadline on November 15

A Canada-wide postal strike was averted by an agreement reached on November 15, a few hours before the strike deadline. Under the terms of the agreement, the 20,500 members of two large unions, the Letter Carriers' Union of Canada and the Canadian Union of Postal Workers, were given an increase of 25 cents an hour across the board.

A few days before the settlement was reached, the Government had appointed Mr. Justice André Montpetit of the Quebec Superior Court, who had formed the Royal Commission of Inquiry into Working Conditions in the Post Office Department (L.G., Jan., p. 9) as a mediator in the dispute between it and the postal employees.

The dispute began toward the end of August with a demand by the Canadian Union of Postal Workers for pay increases of between $1 and $1.16 an hour for its 11,000 members; and this demand was followed some three weeks later by the threat of a strike by the Letter Carriers' Union of Canada, if the Government did not grant its 9,500 members a wage increase of 39 per cent by November 15.

The pay of postal workers would ordinarily have been due for review with effect October 1, but in the past, a considerable period has usually elapsed before the amount of such increases has been announced.

Shortly after the letter carriers made their demand, it was given out that the Government was considering an offer of an interim pay increase for the postal workers, and on October 17 the Civil Service Commission announced that it had recommended an interim increase of 6 per cent, leaving a further increase open to collective bargaining next year.

On October 18, the Prime Minister said in the Commons that the Government was considering "whether any exceptional procedures are required" to avert a strike by the postal workers. He said, however, that he hoped no such interruption of mail service would occur. At this time, the Treasury Board was holding meetings with the postal unions, but there was said to be no indications that the Treasury Board was ready to increase the 6-per-cent interim increase recommended by the Civil Service Commission, and the unions were holding out for a minimum of 19.5 per cent.

Hon. E. J. Benson, Minister of National Revenue, who was in charge of negotiations with the postal unions on behalf of the Government, speaking in the Commons on November 1, gave no hint of any substantial progress in settling the dispute, and he termed the postal workers' demands "unreasonable."

William Kay, President of the Canadian Union of Postal Workers, said at a rally on November 6 that the employees would accept nothing but the "Pearson formula" of a 36-per-cent wage increase (apparently an allusion to the settlements that had resulted from earlier Government intervention in the strike of longshoremen in Quebec ports (L.G., Sept. 1966, p. 497, Dec. 1966, p. 706) and the strike of St. Lawrence Seaway workers), with an interim increase of 18 per cent while negotiations were going on.

The unions set November 15 as the date for a strike to begin, but a spokesman for one of the unions said that this did not preclude further mediation—Mr. Justice Montpetit having by this time been appointed mediator in the dispute. Until almost the last moment, it appeared that a strike was imminent, since negotiations with the help of the mediator were conducted in secrecy, and there was little sign that a settlement was likely before the strike deadline was reached.

The settlement accepted by the union leaders was ratified by the members after the leaders had explained its terms to them, but there were bitter complaints from local union officers across the country, and some demands from union members for the resignation of Mr. Kay. No attempt was made, however, to engage in wildcat strikes in defiance of the agreement.

Women invited to join trade commissioner service

Hon. Robert Winters, Minister of Trade and Commerce, told the House of Commons in October, "One step to broaden the various aspects of our trade commissioner service is that we are now doing more to encourage young women to apply. I am hopeful that suitable qualified candidates will come forward for recruitment."

CMA spokesman objects to Freedman Report

"We don't think it is proper that management should be obliged to negotiate the right to operate more efficiently," Jack Whitelaw, Executive Vice-President of the Canadian Manufacturers' Association, said recently, with reference to the recommendations of the Freedman Report (L.G., Jan.-Feb. 1966, p. 4).

He said that manufacturers would be "gravely concerned" if the Government were to contemplate enacting legislation that would make technological change subject to "the concurrence of unions."

It was the first time that a spokesman for the CMA had replied to the Freedman Report, which recommended that innovations that led to the disappearance of jobs should be delayed until the next contract negotiations, or should be made an issue on which a union could strike during the life of an agreement.

Mr. Whitelaw said that legislation such as that proposed in the report would give unions the power to veto changes that employers wished to make in order to increase efficiency.

But he also pointed out that manufacturers realized it was their duty to minimize as far as possible effects of change that were harmful to employees. As evidence of this, he cited training and retraining programs, severance pay and other provisions.

Nurses' association director returns from U.S.S.R.

Dr. Helen K. Mussallem, Executive Director of the Canadian Nurses' Association, has recently returned from the U.S.S.R. where she acted as Senior Consultant and Chief Rapporteur for a seminar sponsored jointly by the World Health Organization and the Ministry of Health and Welfare of the U.S.S.R. from October 6 to 28, 1966.

The seminar brought together 23 senior nursing officers from 22 different countries to observe and study all aspects of health services in the U.S.S.R.

Under the direction of Lyle Creelman, Chief of the Nursing Section, WHO, the seminar began in Moscow in the Union of Soviet Socialist Republic and travelled to the Ukrainian, Georgian and Abkhazion Republics. Cities and communities visited included Kiev, Tbilisi, Vinnitsa, Tulchinsk, Sukhymi and Kalinino.

A complete report will be available from the World Health Organization during the latter part of January 1967.

U.S. Industrial Conference Board observes 50th anniversary world convocation

The National Industrial Conference Board's 50th anniversary world convocation on "The Future of Capitalism," took place in New York City in September. George Meany, President of the AFL-CIO, and Erwin D. Canham, Editor in Chief of the Christian Science Monitor, were among the speakers.

Mr. Meany contended that U.S. business had prospered richly from the mass markets created as a result of increased benefits won for all workers by organized labour. He defended labour's right to strike, and argued that it was used by unions only as a last resort.

"Without it, there is no free collective bargaining," he said. "Moreover, if the Government takes away the right to strike by forcing free men to work against their will, the Government also destroys the basis on which the enterprise or industry operates for the profit of private investors."

Labour, he said, had no desire to put companies out of business, or to eliminate profits. It merely wants a fair share of the income in return for the contribution workers are making to the economic system.

Growth Threatened

Mr. Meany said that the U.S. economy continued to face the problem of unemployment, while the lack of proper balance today threatened its growth. "Business investment in new plants and machines is in the third year of a superboom and cannot continue. The installation of these new and automated plants and machines is increasing productive capacity much faster than the demand for goods and services can grow under ordinary conditions. So the potential for a big gap between the economy's ability to produce and its ability to buy is developing."

Mr. Canham observed that if labour unions did not exist, they would have to be created for the greater benefit of the U.S. economy. He maintained that recent failures in the collective bargaining process, which resulted in a number of strikes that seriously affected the public interest, invited increased government intervention that was dangerous for both labour and management.

"Such intervention is harmful to both sides. It interposes Government in the market process. Government has no business in the market process," Mr. Canham said.

He suggested that there was a substantial degree of identity between business and labour, one representing money capital and the other labour capital. But the relationship that prevails between them is too often that of adversaries, although they are essentially partners.

Mr. Canham added that the problems of their relationship could be reduced if labour were given greater information about company operations, and perhaps a greater say in its management—although he acknowledged that Mr. Meany might reject membership on a board of directors as an attempt to "take him into camp."

Middle-Income Gains

A chartbook released at the conference showed that the nation's middle-income group, continuing to gain economically, now receives the major share of all personal income. "The 'bloodless' income revolution under contemporary capitalism is steadily re-shaping, almost inverting, the income pyramid," notes the chartbook.

Just after World War II, about one third of all income was in the hands of households whose annual incomes were today's equivalent of $7,000 to $15,000. Those in this income bracket today control more than half of all incomes. Further, whereas two thirds of the country's households had incomes of less than $5,000 a year in the early 1940s (expressed in 1965 dollars), about one third are now in that bracket. One in four homes currently has an income of $10,000 or more, up from one in 20 some 25 years ago.

In announcing release of the chartbook, titled "Modern-Day Capitalism: Progress, Problems, Potentials," NICB President H. Bruce Palmer observed: "In the midst of the new war upon poverty which affects a fifth of our people, it is well to recall that the free market mechanism and the use of the profit incentive have helped raise the remaining four fifths of this nation's population to levels of living unmatched in history."

Americans live twice as well as they did a half century ago, judged by the goods and services they consume, the chartbook points out. As late as World War I, the American factory employee averaged little more than $10 to $15 for a 50 to 55 hour work week. Today, his cheque averages $110 and above, and he buys considerably more, despite persistent price rises.

The chartbook was prepared by Martin R. Gainsbrugh, Chief Economist at NICB, and by Gertrude Deutsch, Senior Economist.

PARLIAMENT

An amendment to the National Housing Act to encourage the demand for housing by increasing the loan ratio for rental housing from 85 per cent of the lending value to 90 per cent, and by providing that loans for the purchase of existing housing should be made insurable, was introduced by the Minister of Labour and given first reading on October 27 (p. 9187) as Bill C-241. The bill was given second reading on November 15 (p. 9943), and third reading on November 17 (p. 10034). It received the Royal Assent on November 22 (p. 10191).

An extension from November 15 to November 30 of the period of negotiations between the railways and the unions under the special legislation that ended the railway strike at the beginning of September, was announced by the Minister of Labour on November 15 (p. 9928). The Minister said that he was recommending the extension to the Governor in Council on the strength of a report from the mediator, Dr. Carl Goldenberg, to the effect that favourable progress was being made in the negotiations.

An increase in the rate of interest on National Housing Act loans from 6¾ to 7¼ per cent, with effect until March 31, 1967, was announced by the Minister of Labour on November 22 (p. 10224). The Minister said that after March 31 the rate would be reviewed every quarter.

The third annual review of prices, productivity and employment by the Economic Council of Canada was tabled by the Prime Minister in English and French on November 21 (p. 10105).

Bill S-54 (from the Senate) to amend the Canada Labour (Standards) Code was introduced by the Minister of Labour and read for the first time on November 24 (p. 10273).

Canadian nurse loaned to WHO

Miss Margaret D. McLean, Consultant Hospital Nursing, Department of National Health and Welfare, and chairman of the Canadian Nurses' Association's Committee on Nursing Services, was loaned to the World Health Organization to direct a seminar in Teheran, in November, on "The Development of the Clinical Services for Nursing Education." Twenty Middle Eastern countries participated in the 10-day seminar.

When it ended, Miss McLean visited France, Sweden and Britain to observe their nursing service administrations.

CLC brief criticizes bargaining legislation

A detailed criticism of the Government's legislation to establish collective bargaining in the public service was contained in a brief submitted some time ago by the Canadian Labour Congress to the joint committee of the Senate and the House of Commons on the public service of Canada. The legislation in question was contained in Bills C-170, C-181 and C-182.

The CLC's main criticisms as summarized in the submission were:

—the legislation, particularly C-170 to provide for the establishment of a system of collective bargaining applicable to employees in the public service of Canada and for the resolution of disputes arising out of such collective bargaining, was unnecessarily complicated and restrictive;

—the legislation placed arbitrary barriers around the business of collective bargaining and thus reduced the employees' opportunity to have a say in determining their own conditions of employment;

—the proposed Public Service Staff Relations Board and its chairman were given greater powers than was necessary or desirable;

—the procedures for the settlement of disputes were unduly complicated and they reduced freedom of action compared with that which prevailed in private industry and in the public service elsewhere;

—Bill C-170 removed, even though only temporarily, the right of employees to establish bargaining units and bargaining agents of their own choosing, and otherwise interfered with the right of employees' organizations to decide their own internal systems of government;

—the proposed legislation failed to provide adequate procedures for appeal;

—Bill C-170 "gratuitously" interfered with "the right of employees to make political decisions;"

—Bill C-170 failed to provide for the check-off of union dues, which already existed, or to consider other forms of union security.

The Congress said that these bills represented "a landmark in the history of the public service of Canada," but it contended that since in this legislation the Government, which was also the employer, was making the "ground rules" of collective bargaining in the public service, it was important for it to avoid making rules that seemed to favour itself as the employer. It went on to argue that "if such an imbalance is in fact written into the legislation, then the legislation itself will be more the shadow than the substance of genuine collective bargaining and of a sound employer-employee relationship."

Women faculty members in Canadian universities

The activities of a four-member committee of the Canadian Association of University Teachers (CAUT), which began work in the fall of 1965 to determine the extent and nature of discrimination against women faculty members in Canadian universities, are reported in a recent bulletin of the Association.

Matters to be considered by the committee included promotions, workloads, opportunity to serve on policy-making committees, and research opportunities, as well as salaries and pensions.

In 1961, the CAUT had adopted a resolution establishing a policy of equal opportunity for women in university faculties. Of the 35 presidents who at the time received copies of the resolution, 23 replied endorsing the policy outlined. In view of the time that had elapsed, the committee thought it should be able to determine to what extent the declared policy had been put into practice.

Terms of reference for the committee included exploration of the extent of discrimination against female academics in respect to: salaries, promotions (including administrative appointments), retirement schemes, insurance plans and other benefits, and the attitudes of male colleagues.

As to salaries, an analysis of data published by DBS* each year from 1956-57 to 1963-64 showed a considerably lower average median salary for women. The gap between the median salaries of men and women grew wider every year, and, although the changes in the ratio of women's salaries to those of men have not been completely consistent, the relative position of women in 1963-64 was worse than it was in any preceding year, with the exception of 1960-61.

The committee proposed also to undertake analysis of these DBS data with respect to discrimination in promotions and in relation to retirement schemes, insurance plans and other benefits.

**Salaries and Qualifications of Teachers in Universities and Colleges, 1963-64*, published by the Dominion Bureau of Statistics, Education Division, Higher Education Section, Queen's Printer, Ottawa, Ontario, May 1964.

Welfare Council Committee to join Homehelp Services

The Canadian Welfare Council's National Committee on Visiting Homemaker Services, on which the Women's Bureau of the Canada Department of Labour is represented, recently applied for membership in the International Council of Homehelp Services, with headquarters in Utrecht, Holland.

Regulations and by-laws of the international organization define home-help work as that which is "executed by private and statutory organizations and is given in the families by qualified persons under competent direction and in general for a limited period of time, to assist the family unit or individual in cases of illness, overwork, incapacity, absence of the mother or housewife, in cases of maternity, old age and other social reasons."

Aims of the International Council are: To build relationships between all homehelp organizations, to exchange ideas, to organize meetings, to collect information, to study questions related to the service, to promote research and distribution of the results of research, to promote reciprocal visiting among members.

Membership on the Council is open to private organizations, statutory organizations and co-ordinating organizations on the national level. Miss Taggart of the Toronto Visiting Homemakers' Association, who has been elected as a member of the Central Committee, further explains: "While separate private and public organizations may join the Council as individual members, the practice in most countries is for the co-ordinating national organization only to join, and to be allocated votes in accordance with the total number of homemakers employed by all its member agencies."

She added that it would be "preferable for Canada to follow the practice of membership through the co-ordinating organization, The National Committee, since meetings will probably be in Europe, and individual agencies would find it difficult to send representatives, even if this were desirable."

Nursing consultant retires

Miss Mildred Walker, Senior Nursing Consultant, Division of Occupational Health, Department of National Health and Welfare, recently retired after 17 years service with that branch. She will be succeeded by Miss Irene Courtenay who has had extensive experience in public health nursing service, including the armed services, industry and government.

CNTU dissociates itself from federal bodies

Quebec's Confederation of National Trade Unions announced in the middle of November that it was dissociating itself from all the federal bodies on which it was represented, as a mark of its dissatisfaction with certain decisions of the Canada Labour Relations Board.

The immediate cause of discontent was the Board's rejection of the Confederation's application for bargaining rights for certain employees of the Canadian Broadcasting Corporation, and for employees of the Canadian Pacific Railway Company's Angus Shops in Montreal. In each of these cases, the CNTU claimed to have enrolled a majority of the employees in the bargaining unit as members, but the CLRB refused the application on the ground that the employees in question had already been enrolled in national bargaining units that could not be broken up.

Another cause of CNTU dissatisfaction was the federal Government's Bill C-170, regarding collective bargaining in the public service of Canada, which would give the federal Cabinet power to decide on bargaining units for federal civil servants. The Confederation contended that the bill, which was then in the committee stage, would be a serious stumbling block to union freedom, and would have grave consequences for federal civil servants in the Province of Quebec.

Besides the CLRB, the Confederation has had representatives on the Economic Council of Canada, the National Employment Committee, the Quebec Regional Employment Committee, the Unemployment Insurance Advisory Committee, the National Technical and Vocational Training Advisory Council, and the Centennial Commission.

Four conditions laid down by the CNTU for its return to the boycotted institutions were:

—in cases in which there is a conflict of unions, the CNTU should have equal representation with the Canadian Labour Congress;

—in cases where the CLRB is choosing between rival unions, the chairman alone should vote;

—all nine members of the CLRB should be bilingual, including the president; and

—the CLRB should maintain national bargaining units only if "natural" bargaining units within the main unit agree to this.

"If there is no change," said Marcel Pepin, President of the CNTU, "we will simply never return to these federal organizations. We will examine what further strategy to adopt when the time comes. The changes we are seeking are essential for the respect of the freedom and right of association of the worker we represent."

Feeling in the CNTU about the issue was so strong that Mr. Pepin attacked the Canada Labour Relations Board in a speech before the International Labour Organization, and he threatened to lay an official complaint with the ILO against the Government of Canada.

Toronto University conference scheduled for January

A conference on "Wages, Prices, Profits and Economic Policy" will be held by the Centre for Industrial Relations, University of Toronto, on January 23 to 25, 1967 at the Park Plaza Hotel, Toronto.

The subjects of discussion will be: "Wage-Price-Profit Relations in Canada —The Problem in Perspective"; "A Diagnosis of the Problem"; "Foreign Experience"; and "A Policy for Canada."

The speakers will be: Dr. John Deutsch, Chairman, Economic Council of Canada; Hon. Mitchell Sharp, Minister of Finance, Canada; Dr. Arther M. Ross, Commissioner of Labor Statistics, United States Government; David McQueen, Economic Council of Canada; and Prof. G. L. Reuber, Head, Department of Economics, University of Western Ontario.

The second and third days of the conference will close with a panel discussion in which a number of specialists will take part.

Nicholson

Continued from page 3

with more than 6 per cent during the year just ending.

An increased growth in productivity is of crucial importance in maintaining and increasing our total economic growth. It is the key factor that will determine Canada's level of prosperity and the living standards of all Canadians.

We can increase it, but the task demands all our imagination and initiative in making the best possible use of our resources—human and material—in adopting every useful technological and other advance, and in building a positive and more effective industrial relations system.

There is no more worthy goal for our Centennial Year.

Labour legislation for Ontario women workers

Legislation of interest to women workers in Ontario is detailed in a recent leaflet issued by the Women's Bureau of the Ontario Department of Labour.

The leaflet covers the subject of wages, and gives the minimum wage in effect—$1 per hour for men and women. Five exceptions are listed in which wages somewhat lower than the legal minimum are permitted, mainly for learners, seasonal workers, students who work part-time and persons under 18 years of age.

Complaints of violations of the law concerning equal pay for equal work, and of discrimination on account of race, creed, colour, nationality, ancestry or place of origin, in connection with employment or membership in trade unions, are dealt with by the Ontario Human Rights Commission, as also are cases of alleged discrimination against persons between the ages of 40 and 65.

Failure to comply with legislative provisions, concerning earnings or hours of work, including restrictions about hours for women, vacations with pay, meal periods, rest areas and lifting weights, should be reported to the Labour Standards Branch of the Department of Labour, the leaflet points out.

Overtime pay, sick leave, maternity leave and notice of termination of employment are not covered by legislation. These matters are usually dealt with by company policy and practice, or are decided jointly by the employer and a union.

Omission

Readers will recall a two-part article, "Collective Agreements in Industry," that appeared in the October and November issues of the LABOUR GAZETTE.

We neglected to mention in a footnote to Part II that, because of space limitations, 10 of the tables prepared to augment the text had to be omitted. The tables deleted were all short ones. Provisions contained in them were summarized in the text under "Miscellaneous Provisions."

The tables were: Some Form of General Wage Adjustment or Reopening; Guaranteed Employment or Earnings; Paid Bereavement Leave (Parents, Children, Spouse, Brother, Sister); Paid Bereavement Leave (Father-in-Law, Mother-in-Law); Compensation for Negotiation of Collective Agreements; Compensation for Grievance Work; Contracting Out; Moving Expenses or Relocation Allowances; Training or Retraining; Protective Clothing or Equipment, Uniforms, etc.

Royal Commission of Inquiry Report Into Post Office Working Conditions

More than 200 recommendations made concerning various aspects of administration and policy based solely on grievances presented at the hearings

"A large number of the post office employees' grievances are, first and foremost human relations problems," says the report of the Royal Commission of Inquiry Into Working Conditions in the Post Office Department, which was published in October.

The report is a highly detailed one containing 282 recommendations, most of which concern various aspects of administration and policy, and it is based solely on an examination of complaints actually made to the Commission. It makes this clear when it says, "This report will . . . not contain remarks or observations on all working conditions of postal employees, but solely on grievances presented at the hearings."

Hon. Mr. Justice André Montpetit of the Quebec Superior Court was the single commissioner, but he was assisted by two advisers, one appointed by the Government and the other by the three staff organizations that represent the postal employees: the Canadian Postal Employees' Association (now known as the Canadian Union of Postal Workers), the Federated Association of Letter Carriers (now known as the Letter Carriers' Union of Canada), and the Canadian Railway Mail Clerks' Federation.

Paul A. Faguy, then Director General of the Emergency Measures Organization, was appointed by the Government as its representative; and Romeo Maione, then Assistant Director of International Affairs of the Canadian Labour Congress, was appointed to represent the staff associations.



Hon. Mr. Justice Montpetit

General Impressions

The Commission considers the questions it deals with from the point of view of both management and employees, and most of its recommendations are in the nature of suggestions for the improvement of conditions affecting the employees. At the beginning of the report, however, it gives some "general impressions," the first of which is that quoted in the first paragraph above.

"Except in one or two districts," the report continues, "the attitude of some supervisors and postmasters towards their employees leaves much to be desired. These people have only a vague notion of the importance of maintaining good relations with their staff. This is one of the main reasons why the national leaders of the staff organizations do not share the opinion expressed in the Report of the Royal Commission on Government Organization that 'morale is very high' in the Post Office Department . . .

"We heard too often of postmasters or supervisors who consider themselves almost infallible, or who under the pretext of maintaining at any cost their conception of order and discipline, obstinately refuse to change any decision taken at a lower level.

"The forthcoming collective bargaining will only increase the implications and consequences of the sayings and doings of all supervisors at every administrative level. It will be important to think much more carefully before taking action in order to avoid provoking too many recourses to the grievance procedure, and creating unnecessary difficulties and troubles for headquarters. Hence a well-conceived policy of consultation and of exchange of viewpoints at all levels becomes essential. . . .

Communication for Morale

"We are firmly convinced that a well conceived method of communication between the administration and the national, regional and local leaders of the staff organizations, and also between supervisors and employees, will create eventually in the Department an atmosphere of trust and mutual understanding, and ensure a spirit of co-operation and helpfulness which will benefit everyone. Such a policy will help to raise the employees' morale. . . .

"The Department did not conceal its concern over morale. It was quite evident that it did not wish to spare any effort to have the Department adjust itself to new concepts of co-operation.

"These new concepts are not meant to deprive management of its right to manage. They are conducive instead to ensuring the full co-operation of all of the staff in the improvement of working conditions and the maintenance of an efficient postal service.

"We hope that the Department will succeed in convincing its district directors, postmasters and supervisory staff not only to accept these concepts, but also to put them into practice without reservations. It is true that the anticipated results will be obtained only if each and everyone, in every field service, makes an effort to accept them. Instructions and directives are somewhat like laws: however good and progressive they may be, they are often only as good as the people who have been entrusted with their enforcement.

"Also, we hope that the employees' representatives will prove to be willing to participate in this evolution already

started. These representatives have not only rights but also duties and responsibilities. Some are rebelling to the point that they are alarmingly unwilling to compromise. In everyone's best interest, they will have to learn to be more conciliatory, more understanding, and more reasonable.

Joint Consultation

"They will change their attitude if they have the very definite impression that they are receiving all the consideration they are entitled to as employees' representatives. There are always two sides to a coin. And if there is any area where it is important to know when to make allowances, and agree, at the opportune moment, to acceptable compromises, it is in the field of consultation—especially when it is inspired by a true desire to co-operate.

"We believe that under these terms, staff relations in the Department will become what they ought to be, and that the Department, together with the staff organizations and the employees themselves will ensure that they remain cordial and frank.

"We were impressed with the difficulties . . . the Department often faces, depending on the nature of the working conditions. It is not always master of the situation. Solutions sometimes are not within its control. This type of situation is not very helpful in its relations with employees. These employees are among a large group of civil servants and, as such, are subject to certain statutes which fall within the exclusive jurisdiction of Parliament, and over which the Department has no control. . . .

"It must be recognized, however, that there is a vast sphere of activities where the Department has complete control. It can be credited with excellent achievements and plans which show promise. On the other hand, there are quite serious gaps which should be corrected without delay. . . ."

Modern Methods

The report said that, following the recommendations of the Royal Commission on Government Management, the Department had been trying for the past two or three years to keep up with the times and to apply modern management methods. In pursuance of this policy, headquarters had delegated many of its responsibilities and much of its authority to district directors and postmasters. These in turn had delegated to those under them duties and responsibilities they had never had before. "In fact, the Post Office Department has adopted a far more advanced decentralization policy than many other departments. This policy was and still is sound. . . ."

The rapid expansion of the economy had affected the whole postal service, the report pointed out. Consequences of this expansion had been "the almost unforeseeable increase in the volume of mail, the rapid development of several large centres, the movement of population, the necessary recourse to more modern means of transportation, the difficulties of recruiting labour in some places, the competition of large industries with regard to wage levels and general working conditions, the increase in night work, the make-up of a larger number of shifts at unusual hours, etc.

"All of these factors have influenced the Department's day-to-day relations with its employees. They caused certain problems to which the Department did not always give serious consideration because it did not care to agree to any concession which might affect in any way the speed and efficiency of the postal service.

Dated Attitudes

"If we had to explain this conduct, we would be inclined to ascribe it to a state of mind rather than to a considered and intentional policy. There are some senior employees in the higher grades in the Department who have been promoted from the ranks but still have the attitudes which were prevalent at [the time they were promoted]. They did not keep up with the times and, consciously or unconsciously, they refuse to do so. They are living in the past. They have a decided tendency to sacrifice the morale and welfare of the employees to their idea of an unequalled postal service.

"This lack of moderation, or this attitude, which prevents people from seeing the tremendous possibilities of a policy of a happy medium, has caused strong resentment amongst employees.

"We have noticed serious deficiencies in personnel administration at all levels. These may be due to the enormous difficulties which most departments experience in recruiting really competent men for this type of work which has become highly specialized. Whatever the reason may be, the Department is in dire need of such men. Many personnel officers in local offices have not been trained adequately for personnel work. We do not cast any doubt on their sincerity and desire to do their best. These people, whether because they have to perform too many incidental or secondary duties, or because they see their function as that of disciplinarians or schoolmasters, do not, at times, fulfil their responsibilities in this area of work which covers so many different kinds of activities. . . "

Staff Rotation

The report said that it was normal for an organization as large as the Post Office Department not always to be aware of its own shortcomings, and it suggested that as a means of dealing with this problem the Department should "not only continue but also intensify its program of staff rotation in order to benefit from different opinions, even though we are aware of the difficulties and opposition that this approach might arouse. It is equally essential to bring new blood into some of the key positions of the post office organization. A few strong personalities, unfamiliar with the ways and customs of the postal service, should bring about changes and stir those who do not see a need for such changes.

"The Department can derive great benefit from the program instituted by the Civil Service Commission for the rotation of administrators as part of a better career planning program. It must strive to obtain closer co-operation or more effective and prompt action from those other agencies which are responsible for the physical and environmental working conditions and for the general atmosphere in the working areas.

"We would like these agencies to co-operate fully and assist the Department by delegating the necessary powers, and the financial means not now available, as and when required.

"The implementation of collective bargaining with its accompanying discussions and negotiations, together with the institution of a grievance procedure will help resolve a good number of the problems. A progressive and understanding attitude on the part of everyone concerned will do the rest. Our inquiry would not have been called had all the privileges mentioned in the preceding paragraphs been granted to employees at the right time.

Service—at a Price

"Our commission was greatly impressed by the Department's efforts to give the public the best possible service. On the other hand, the employees showed, by their attitude and statements, that they too are anxious to work in a progressive postal service and they are proud to provide such a service.

"The need for rapid and almost instantaneous service continually came up in our discussions with management. . . . This preoccupation for speed, however, must not sweep aside every other consideration. Even though we are sure that

the people of Canada want an excellent service, we are also just as sure that they do not want this at the expense of the employees' welfare.

"Better schedules for mail handling could be put into effect in certain localities in order to improve hours of work and shift schedules, to facilitate transportation and parking, to prevent, at least partially, the constant recurrence of peak periods in the evening, to reduce weekend and night work and, finally, to restrict and bring to normal proportions the use of part-time and casual employees."

The Commission said that an even flow of work through the various operations of the post office would facilitate the settlement of many of the more serious grievances, and it recommended the hiring of outside consultants to study the problem of workloads, and the employment of full-time staff whenever possible. This, it thought, would lead to increased efficiency and to a saving in costs, a continuation of good service to the public and improved morale for the employees.

It expressed some surprise that little had been said by the postal clerks about mechanization and automation, since they would be the first to be affected by it. "Possibly they see this problem only far in the future. We believe this is a problem of prime importance which should be looked into immediately by all interested parties, since its effect will be very serious not only on job security but also on job classification, seniority, etc."

Crown Corporation?

One of the more important of the Commission's recommendations concerned the proposal that the post office should be made into a crown corporation. This proposal, it appears, came from the staff organizations of the postal employees, and the main purpose of the change, from their point of view, was that it would give them all the rights and advantages of a trade union. The Commission said that Bill C-170 (Public Service Staff Relations Act) would satisfy these aspirations only in part.

It went on to say, however, that it thought the designation of the post office as a crown corporation would be premature. It recommended that the Government should "proceed with a serious and thorough study so that it may make its position clear, once and for all, on the advisability of giving the Post Office Department the status of a crown corporation. Due consideration should be given to the national interest as well as to the economic and social implications of such a change."

The Commission attached great importance to joint consultation between management and the employees' organizations regarding important proposed changes in working conditions, and it recommended that two local joint committees should be set up immediately in every staff post office, Grades 14 to 19 inclusive, one for the postal clerks and one for the letter carriers. These committees should meet once a month, and at these meetings local working conditions would be the subject of discussion, negotiation and recommendation. The Commission also recommended that similar joint committees should be set up at every staff post office, Grades 9 to 13 inclusive, if the employees in those post offices wished it.

The report further recommended that two national joint committees should be set up in Ottawa, one for postal workers and one for letter carriers, to deal with matters of national concern in a similar way to that in which the local committees were to deal with local matters.

Overtime and Favouritism

The report made a number of recommendations that were intended to deal with employees' complaints of excessive overtime work, excessive use of part-time and casual employees, and of favouritism and nepotism in the hiring of these employees, and also of favouritism in the treatment of casual employees compared with the way full-time employees were treated. It also gave some attention to high turnover of postal employees in some parts of the country.

As a safeguard against favouritism in hiring, the commission recommended that all hiring of casual, part-time, or any other employees not coming under the Civil Service Act, should be done through the National Employment Service. It also recommended that the Department, in co-operation with the local joint committees, should make a survey of part-time and casual employees on strength at each staff post office, and that postmasters at such offices should be required to display monthly reports on the number of part-time and casual employees in his office, and of the number of hours worked by them.

An "equitable allowance for sick or special leave with pay under the same conditions as are applicable to full-time employees," should be granted to part-time employees, the report said.

Recommendations were made for the regulation of the use of special help at Christmas time.

The commission examined a complaint that the Department had employed too many female workers. It said, however, that these employees made up only about 2 per cent of the full-time staff, and that the Department was obliged to observe the Civil Service Act and Regulations, which gave equal rights to men and women, and under which, women might apply in any competition as long as they could meet the conditions specified in the competition poster.

To make it easier to compare jobs in the post office with jobs in other employment in setting and revising salary rates, the commission recommended that a point rating scale should be used in the classification of all non-supervisory operating positions in the post office. It also recommended that postal employees should reach the maximum of their salary range in three years instead of from four to seven years as at present.

Regarding working hours, the report recommended that local joint committees in each staff post office should be authorized to start as soon as possible a detailed examination of working hours and shift arrangements, with a view to reducing as much as possible evening and night work, and work on Christmas Eve and New Year's Eve and on weekends. It also recommended that methods and procedures followed in granting and sharing overtime should be clarified, and it suggested that an employee called back to work overtime after he has left the office should be paid for a minimum of three hours. It was also suggested that a reduction of service on weekends should be considered.

Meal Breaks and Boots

The Department should make clear its policy regarding employees' right to a meal break of at least a full half hour during their eight-hour day, and coffee breaks should be allowed as a right rather than as a privilege, the report said.

A recommendation regarding pay arrangements proposed that postal employees should be paid every two weeks instead of twice a month.

It was recommended that the payment of an allowance for boots that was in practice before August 1965 should be resumed.

The report said that the post office was one of the few departments in which seniority was recognized as an important factor in such matters as the choice of vacation periods, preferred assignments,

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10th Annual Convention of Ontario Federation of Labour

Resolutions call for legislation to remove all injunctions in labour disputes, and to prevent the hiring of strike-breakers Government policies on inflation, medicare, student aid and the auto trade pact spark lively debates

The largest convention in its 10-year history was held by the Ontario Federation of Labour when more than 1,000 delegates assembled in Kingston from November 7 to 9 for the annual review of the labour situation in Ontario. It was the first time that more than 1,000 delegates have attended an OFL convention.

Many contentious issues were examined on the floor at Memorial Arena as delegates expressed their opinions on the more than 90 resolutions that came before the meeting. Chairman was OFL President David B. Archer.

During the convention, a resolution was passed that called for "full commitment to the building of a stronger New Democratic Party" through support of New Democratic candidates at the next provincial election.

Welcomed by Mayor

The convention was called to order by John McKinnon, President, Kingston and District Labour Council. A welcome to the delegates was extended by His Worship Mayor Robert A. Fray of Kingston.

Joseph Morris, Executive Vice-President, Canadian Labour Congress, addressed the delegates at the opening session. He spoke in place of Claude Jodoin, President, Canadian Labour Congress, who was unable to attend owing to illness. Mr. Archer presided over the business sessions after delivering the opening address.

JOSEPH MORRIS

Mr. Morris spoke on the present economic situation and the injunctions issue. Referring to the economic situation, he said that the public of Canada has been told that the workers are responsible for price increases because of the extraordinary high wages they are getting.

"This argument has been sold with a great deal of success, by the use of the slickest propaganda techniques yet devised," he said. "We must speak up and make our position known; we must combat this propaganda that is being used to camouflage the reaping of high profits and the introduction of unwarranted price increases."

He said the idea has spread that just about every union member has pocketed a 30-per-cent increase in the past few months. "That is absurd. It is quite true that some workers have won 30-per-cent wage increases—and, in general, they were long overdue. But what is ignored is that these increases are, as a rule, being spread over a three-year period. It is also a fact that these 30-per-cent increases that have been won, have applied to only a very small proportion of the Canadian labour force."

Labour Income

Turning to some statistics, Mr. Morris said that, in the second quarter of this year, total labour income increased by only two per cent, the smallest increase since the fourth quarter of 1964. "According to the federal Department of Labour, wage increases in major contract negotiations in the first six months of this year averaged only 15.4 per cent—and this was to be spread over two years. Surely it is obvious that Canadian workers have not been getting enormous increases."

What has been happening to executives in the salary brackets, he said, is very different from the experience of workers who depend on wages. "According to a survey made recently by H. V. Chapman and Associates and published in *The Financial Post*—which can hardly be regarded as a propaganda outlet for trade unions—'over-all salary increases in the four years 1961 to 1965 for 16 categories of executives, was 27 per cent. . . . In the same period, average weekly manufacturing wages reported by the Dominion Bureau of Statistics increased by 17 per cent, with a rise of just over four per cent in 1965'."

Mr. Morris claimed it was not true that wages have gone far out of line with productivity. Over a period of years, Canadian labour costs, on a unit basis, have been among the most stable in the world. From 1957 to 1964, unit labour costs went up only three per cent—less than any other industrialized nation. "It is quite true that there has been some acceleration since, but this has by no means been alarming. Productivity has continued to outpace wages up to this point, and it is only now that wages are catching up."

Profits Ahead of Wages

Profits, he said, have been consistently running well ahead of wages, and workers are only now catching up. But, of course, when the time comes for the workers to get their share, then the screams of alarm can be heard all the way from Newfoundland to Vancouver Island.

This is the old story, he said. Profits go up, prices rise, and then, last in line, come the workers and the farmers. Some companies have been expressing their sorrow that the amazingly high profits they have been reaping in the past few years are not likely to continue indefinitely.

"It seems to me that it is time there was a slowdown in profits," continued Mr. Morris. "While we haven't been

Top officials re-elected and voted pay raise

David B. Archer of Toronto, was returned as president of the Ontario Federation of Labour for his ninth term at the annual convention in Kingston. Douglas F. Hamilton of Toronto, also was returned as secretary.

The Federation voted salary increases for both officials. The president's salary was increased from $11,500 to $14,000, and Mr. Hamilton's was raised from $11,000 to $13,500.

In a recorded vote, Mr. Archer scored 726 votes, and his opponent Myer Shapiro of the Canadian Union of Postal Employees, Toronto, received 110 votes.

Mr. Hamilton received 621 votes, while his lone opponent, Jack White of the Iron Workers local of Toronto, polled 207 votes.

Fifteen candidates were nominated for the 12 positions of vice-presidents. Elected, with their vote, were: James Dowell, Ottawa, 783; John Whitehouse, Toronto, 766; Michael Reilly, Toronto, 763; Norman Paxton, Kapuskasing, 759; Iona Samis, Toronto, 758; Purdy Churchill, Toronto, 756; George Barlow, Toronto, 739; William Punnett, Toronto, 733; Jack Pesheau, Port Arthur, 732; Dennis McDermott, Toronto, 720; Harold Thayer, Ottawa, 699; Michael Fenwick, Toronto, 697.



John McKinnon, left, President of the Kingston Labour Council, chats with OFL President David B. Archer and Joseph Morris, right, Executive Vice-President of the Canadian Labour Congress. Mr. Archer was re-elected President.

hearing too much about profits, we have been hearing a great deal about inflation. This is a word that has been repeated over and over in an effort to block both industrial workers and farmers in their efforts to gain a fair share in our expanding economy.

"Let's get this straight. We are not now facing an inflationary threat. If inflation is giving cause for concern, then it is simply because an inflation hysteria has been whipped up, deliverately creating fear in the minds of the Canadian people so that there might be public opposition to wage increases, and acceptance of the high profits and the high prices that are already in effect."

Threat of Recession

He said there should be concern now about recession, not inflation. "I don't think we have to suffer serious economic setbacks; but if we don't stop taking action to stop an inflation threat which doesn't exist—and if we don't start taking action to combat a threat of recession that does exist—then we are going to be in trouble.

"This is no time to cut back; this is a time to go ahead so that the wheels of industry will not slow down. And one of the essential factors in maintaining the pace of our economy is the maintenance and the improvement of our consumer demand.

"The dollars that our members have won in recent wage increases, and the dollars that they will win in negotiations now underway or about to take place, will help consumer demand."

There is not a working family in this country that has not some unfilled need in the way of a new rug, or a new refrigerator, or any one of a thousand things, he said, and this is where the money our people get goes to, and this is what can hold the economy up.

"Those who continue to shout this out-dated word 'inflation' are not only creating a false fear—they are endangering our economic future."

Important Role for Federations

Concerning injunctions in labour disputes, Mr. Morris said they, and compulsory arbitration, are the reasons why the Canadian Labour Congress called a national legislative conference at Ottawa in September. Delegates, he said, endorsed the strong position taken by delegates to the constitutional convention in Winnipeg last April (L.G., June 1966, p. 280). Federations, said Mr. Morris, have an extremely important role to play in this matter, because injunctions fall within provincial jurisdiction.

"I would like to express the application of the Congress for the vigorous and effective action that has already been taken by the Ontario Federation of Labour. In this area, as in many others, your Federation has displayed leadership of the highest calibre.

"We must continue to keep this matter before both our own members and the general public. The principle at stake here is the principle of freedom of speech; it affects everyone. If trade unionists are to be deprived of the right of expressing their opinions, then the question arises, who comes next? The acceptance of such restrictions would undercut the most basic principles of our whole democratic system.

"The men who are in jail in Peterborough today are making their sacrifice not only for the Tilco workers; but for all trade unionists, and all Canadians, and all who believe in democracy. We must never let them down—and we must never let down the cause for which they stand.

"The trade union movement today is being challenged—through the misuse of injunctions and by other legal handicaps; we are being challenged at the bargaining table; and we are being challenged on the broad economic front."

Concluded Mr. Morris: "The labour movement has always been challenged—it is a movement that was born in strife, and has survived and grown in struggle. I am positive that you will fulfill your responsibilities today, and in the future, as you have in the past, and that together we will march on to a better life for all workers in Canada, and throughout the world."

DAVID ARCHER

Mr. Archer reported that every Labour Council in Ontario has grown in the last year or two, reflecting new organizational activity and improved employment conditions. The Federation had also taken forward strides in membership, in activities, and in participation in the programs of other similarly oriented organizations.

"There is no question but that there is a new and militant mood in the trade

Perspective of Centennial Project



Substantial progress has been made by the Ontario Federation of Labour on a new project—the construction of a home for labour in Toronto. The building was approved at least year's convention as a project for Centennial Year, and a site has been obtained on the north side of Eglinton Avenue East, between Don Mills Road and Don Valley Parkway. The project is estimated to cost about $3 million. Ground should be broken on the site by March, and the target date for completion is the spring of 1968. Union offices in Toronto are in various locations, and the new home will bring them together under one roof. In addition to the offices, the building will have an auditorium to seat 500 persons, a labour research centre, a library, board rooms, and a cafeteria. The building will rise eight storeys, provide approximately 100,000 square feet of space, and be fully air-conditioned. There will be parking for 250 cars.

union movement today," he said. "It depends on what side of the fence you are on, how you accept it. To the few on the other side of the fence, the mood is regrettable, if not dangerous.

"To the many on our side of the fence, this mood is a welcome sign of an alertness, an awareness, a sign of concern, a reaching for justice, which is one form of guarantee of a continuing, living, and aggressive democratic organization. To my mind these attributes are far more desirable than apathy, resignation, fearfulness, and the don't-give-a-damn attitude which has undermined more than one union, more than one society, more than one nation.

Mr. Archer said that too many corporation lawyers talk as though they represented the sorely tried and deprived minority. They join the hue-and-cry against the gains organized labour has been making in recent years. They hopefully believe that the public will continue to be misled by their propaganda that wage increases have been outrageous, that wages have been pushing up prices and have created the inflationary conditions which are said to exist.

"Fortunately, in recent years, the tools of economic analysis have been sharpened enough to enable us to cut through this propaganda and to destroy these unfounded charges.

"In almost every year from 1956 to 1965, wages have lagged behind productivity," he said. "According to the Dominion Bureau of Statistics, taking 1961 as 100, productivity to the end of 1965 had risen to 136.8; wages and salaries had gone up to 135.3; but profits were up to 152.9."

It was only this year that wages have matched or slightly exceeded the productivity figures, "but prices were going up long before. So you have to look to causes, other than wage pressures, for any inflation which has taken place."

Mr. Archer referred to the joint House-Senate Committee that is looking into the increased cost of living. He mentioned the 1958 report from a Royal Commission on Price Spread, saying the report was pigeon-holed and "we don't want to see this happen all over again."

Regarding the protest by housewives in pricing practises, Mr. Archer said he was sure the convention "will go on record as supporting their public protest, and in favour of all sensible means of dealing with the Barnum and Bailey circus approach that characterizes some aspects of the modern market place."

On the pretext of dealing with a supposedly serious inflationary situation, the federal Government had cut back on Medicare and student aid, two important measures which should become part of policy under any circumstances, said the speaker. He referred to the national health program in Britain that the British Labour Party introduced after World War II. "If labour could do that in war-torn Britain in 1946, we can do it in an affluent peaceful Canada in 1966."

He referred to the cutting off of the planned contribution of $10 million to help young people get a university education and said it "is just as disturbing. In 1965, this federal Government gave the giant auto corporations a gift of $50 million to bribe them into the U.S.-Canada auto trade pact. In 1966, this same Government refused a fifth of that amount for support for education in the name of fighting inflation. How cheap, how irrational, can you get?"

The auto pact, he said, was questioned by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, by the Federation, and by members of Parliament.

Soothing Syrup

"All of us were given plausible arguments to allay our fears," continued Mr. Archer. "It would work out for the best. It would increase employment in Canada. It would in a short time bring down the price of cars close to the U.S. level. We now know that these plausible arguments were just soothing syrup. The UAW tells us that up to 6,000 employees are being relieved of their jobs in the auto industry. We all know that auto prices have not been reduced. So what happened with the $50 million?"

Referring to General Motors, he said its profit target is 20 per cent on capital after taxes, and for every dollar of increased labour costs since 1947, it has raised automobile prices by $3.75. "That is why it is the richest corporation in the world, and last year turned in the biggest profit ever reported for any corporation in the world. General Motors takes in more money each year than all the Governments in Canada put together. How much influence do you think the Canadian Government had when it asked G.M. to roll back prices?"

Age-Old Problem

In the 10 years that the Federation has been in existence, no problem, he said, has received more attention than the question of injunctions in labour

disputes. It was an age-old problem "which has again been catapulted into the limelight by another plague of injunction writs, this time climaxed with the sentencing of 26 of our members to jail terms.

"Remember that what we are talking about is not just injunctions generally as they were intended to apply in property disputes between individuals. We are talking about injustices of court injunctions in labour disputes."

He said that court injunctions in labour disputes have been severely limited in the U.S., but in Canada they go marching on. "It is time that that march stopped. That is the message which the trade union movement in Ontario, and in Canada, is trying to convey to our Governments."

He referred to the case of Tilco Plastics in Peterborough, saying the *ex parte* injunction was issued on the flimsiest of evidence; that it barred picketing for four days in a legal strike; that the company used that period to run in strike-breakers; that the trade unionists from locals affiliated with the Peterborough Labour Council rightly considered this to be a rank injustice; that they used the method of peaceful assembly to express their protest; and that for that act, they were arrested, tried and convicted.

Cloud Over Bargaining Table

"Everything that happened after that has had the effect of deepening the conviction of the trade union movement that good faith in negotiations can be rendered meaningless by reactionary employers, backed by court injunctions. This is the cloud hanging over the bargaining table today. This is the cloud which can only be dispersed by changes in legislation, both at Queen's Park and at Ottawa.

"But we are warned that the Governments now in power won't change the legislation. If that is the case, then, I say, change the Governments. This coming year you will have the opportunity to change the Ontario Government, which has been in power for 23 years."

He called upon all representatives of the Canadian labour movement to fully support the Ontario New Democratic Party's all-out bid to become the Government of Ontario after the 1967 election. "The new NDP slogan is 67 in '67, meaning the number of seats the party needs to become the Government of Ontario. The injunction issue, like so many others today is a political issue. Let's join together and help fight it on the political front."

Mr. Archer said the Federation supports the Canadian Labour Congress in its policy of calling a halt to the escalation of the war in Viet Nam, and demanding the unconditional withdrawal of all foreign troops, and the institution of peace negotiations according to the Geneva Agreement of 1954.

Supreme Court Refuses to Hear Appeal

The Supreme Court of Canada refused to hear an appeal against the conviction of contempt-of-court charges of 26 men who took part in a labour demonstration in February 1966 at the Tilco Plastics Limited plant in Peterborough. The three-member court panel delivered its decision November 7 after argument by Toronto lawyers E. B. Jolliffe and Ian Scott.

The demonstration outside the Tilco Plastics Limited plant was called as a protest against the use of court injunctions in labour disputes. An injunction had been issued limiting pickets at the plant to 12.

None of the Tilco strikers were among the 26 persons arrested. Chief Justice G. A. Gale of the Ontario Supreme Court, sentenced five labour leaders to two-month jail terms, and the 21 others to 15-day sentences. One of the 15-day sentences was suspended because the person had a heart condition.

The Ontario Court of Appeal turned down an appeal two weeks before the Supreme Court of Canada decision, and the jail terms took effect immediately. Mr. Jolliffe and Mr. Scott, seeking formal leave to appeal to the country's highest court, said the persons arrested at Tilco were denied fundamental rights.

Mr. Jolliffe, representing 19 of those involved, said they were taking part in a lawful assembly to protest injunction laws in general. Their demonstration was not part of the actual picketing being carried on by the 35 Tilco strikers.

Foreign Aid

Next year, said Mr. Archer, we will be celebrating centennial year. "It will be a time when we will pause to survey all of the many achievements of the past hundred years, and reflect on the many blessings of this great and plentiful land in which we live.

"But what about the standard of living of other peoples in this world? Should we not do something about turning the billions and billions of dollars now being spent on destruction into the constructive task of helping the world's needy people? Isn't the war on poverty, and ignorance, and suffering the real war we should be fighting?

"I say that 0.39 per cent of our national income is not enough for Canada to give to needy nations, when Britain is giving 0.67 per cent, and France 1.26 per cent. The objective of the International Confederation of Free Trade Unions is one per cent of the national income for foreign aid. Let's not be complacent about our contributions to the solution of the problems of world affairs.

"The stark reality is that the nations of the world are spending 15 times more on weapons of war—about $150 billion a year—than is being spent on aid to developing countries," said Mr. Archer.

Court Injunctions

The issue of court injunctions in labour disputes was debated at some length by conference delegates before a resolution was passed demanding that all injunctions be removed from labour disputes, and that an all-out campaign be undertaken to achieve this end. The campaign could involve the calling of a special convention of the Federation if necessary.

The resolution also called for an organized campaign to press for legislation that would prevent industry from hiring strike-breakers during a legal strike.

A militant knot of delegates were not satisfied with the resolution, and urged the members to press for a campaign of civil disobedience to defy injunctions used in labour disputes. Rather than sanction mass civil disobedience, however, the Federation's officers urged the delegates to vote for the recommendation of legislation to end court injunctions.

Mr. Archer stated that the resolution would give the Federation all the power it needed to fight court injunctions. He defended himself against delegates who felt the resolution was not aggressive enough by saying: "OFL officers are not lacking in militancy. The day David Archer is afraid to go to jail to stand up for the socialist principles he has stood for all his life—that's the day you can throw him out. But let's not get foolish and emotional, and let's not adopt a policy that cannot be carried out."

Federation Criticized

Some delegations criticized the Federation executive for not calling a general strike in Ontario in protest against the jailing of 25 Peterborough trade unionists for mass picketing at the Tilco Plas-

OFL Annual Conventions to Continue

A resolution that Ontario Federation of Labour conventions be held every two years instead of annually, starting after the 1967 convention, was defeated by delegates in Kingston.

A total of 842 voted in favour of the resolution, which would have amended Section 2 of the present OFL constitution. There were 336 votes opposed.

Although the majority of delegates favoured the resolution, an additional 72 votes were required to change the existing constitution. Under Federation law, for a constitutional clause to be amended, a two-thirds-majority vote is necessary.

The standing vote came after a lengthy floor debate. Main support for the resolution was given by the smaller locals whose delegates thought conventions annually were too expensive.

tics Limited plant where the employees were on strike.

Members of the executive, including Mr. Archer, and a number of delegates, urged unionists to recognize the injunction issue as a political one, and to work toward defeat of the provincial Government and the election of the New Democratic Party.

Mr. Archer told the convention that the Federation just could not get the power to call a general strike. He said he had called in directors of all major Canadian unions, and they told him they could not grant the Federation the right to call their members out on strike.

"I have enough trouble at local strikes getting some members to respect a legal picket line," he said.

Fund-Raising Project

George Watson, Canadian Director for the Textile Workers' Union of America, said the Federation had a project that will raise money to finance the fight to defeat injunctions. "Its purpose is to raise $500,000," he declared. "So far we have raised only $37,000—a disgrace. If the critics of our actions would put their hands in their pockets and get behind this, we might see some more action on the fight against injunctions.

"If we can raise a dollar a head, or even 50 cents a head from all affiliated union members, we could raise the $500,000, or at least $250,000 in short order," Mr. Watson said.

The delegates heard one of the employees of the Tilco Plastics Limited plant in Peterborough, Bob Sarginson, describe how he spent 15 days in prison for criminal contempt in defying an injunction limiting picketing at the plant. He asked the delegates to remember the remaining five union officials who would be in prison until Christmas.

The experience, he said, had given new meaning to the terms "law, lawful assembly, jail and free speech." The word "jail" now conjures up visions of concrete, stone, bricks and bars, uncomfortable bed, rough wool blankets, one visitor for five minutes a week, public showers, and toilets with no seats or doors.

A resolution was passed that asked the OFL to take steps to achieve a full pardon for the 25 convicted trade unionists.

Free Collective Bargaining

Delegates endorsed a resolution urging the Canadian Labour Congress to give full support to the postal workers and other affiliates in their fight for free collective bargaining.

The resolution said that Bill C-170, as proposed, would restrict free collective bargaining. It pointed out that civil servants and other government employees, including postal workers, could be given full collective bargaining rights under the Industrial Relations and Disputes Investigation Act. At the time of the convention, Bill C-170 had been given first reading in the House of Commons (L.G., June 1966, p. 278).

S. A. Little of Ottawa, National President of the Canadian Union of Public Employees, said civil servants are "browned off" when they hear—even from people in the labour movement—that they are not entitled to the rights that labour unions have.

"We don't want compulsory arbitration rammed down our throats—and if we are to avoid it, we will require the full support of the labour movement in defeating Bill C-170," he declared. "It's a completely unnecessary piece of legislation which is already covered by the Industrial Relations and Disputes Investigation Act."

Larry Sheffe, President of the Ottawa and District Labour Council, said the convention should go on record as congratulating the postal workers' union for the leadership it has shown in the fight for collective bargaining rights for civil servants.

The convention adopted a resolution opposing any form of compulsory arbitration at any time in any section of the labour movement. Delegates criticized compulsory arbitration for undermining free collective bargaining, and called for repeal of any existing laws allowing compulsory arbitration.

Postponement of Medicare

The convention passed another resolution criticizing the proposed move by the federal Government to postpone Medicare until July 1, 1968. They voted to pressure the federal Government into enacting Medicare by July 1, 1967 as promised in their election campaign.

Delegates also condemned the Ontario Government for introducing a medical plan, OMSIP, that does not provide sufficient coverage or scope to be of benefit to the majority of Ontario residents. Subsequently a resolution was passed urging the provincial Government to institute a plan to provide full medical, dental, and drug prescription care for the people of Ontario.

Consumer's Bill of Rights

A statement on wages, prices, and the consumer was submitted by the executive board of the OFL. It contained three recommendations that the convention favoured:

—a consumer bill of rights guaranteeing the right to be informed, the right to safety, the right to choose, the right to be heard;

—a prices review board to hold a watching brief over price increases, to make recommendations to the Government, and to inform the public; and

—legislation to introduce a system of more uniform weights and packaging, and to provide more safeguards against dishonest and extravagant advertising.

The statement suggested that the Senate-Commons Committee on Consumer Credit, now examining price trends and inflationary pressures, include in its investigation money costs, land costs, health services, auto insurance, education, and food costs.

Finance Charges

The statement described charges for financing consumer goods on time-payment plans as, in too many cases, exorbitant. One of the worst offenders in urban housing costs is the high price of land, it said, and warns that if no counter action is taken, land costs will continue to skyrocket.

On the subject of health services, the statement described postponement of Medicare by the Government as "an irrational reaction to a non-existent threat of spiralling inflation. For low-income families and those on fixed income, a well-organized public health service is

the logical way to provide an essential service at a saving of money and an addition to dignity. The postponement will waste money rather than save it."

The Federation urged the adoption of automobile compensation legislation, operated on the lines of the Workmen's Compensation Board, with authority over automobile safety and car insurance.

The statement deplored the federal Government's decision to again postpone its plan to provide $10,000,000 in university scholarships.

Food Costs

The statement urged a detailed analysis of food costs, and proposed that, when all the necessary information has been gathered, it should be presented to the Royal Commission on Consumer Credit. "In addition we would support the elimination of trading stamps as a costly device, adding unnecessarily to food costs." The statement urged abolition of deceptive packaging, and the establishment by governments or consumer organizations of programs to help the housewife to shop intelligently, and get the most for her food dollar.

Speaking on the same theme, Clifford Pilkey, President of the Oshawa District Labour Council, urged trade unionists to fight their way out of the consumer jungle by investigating the possibility of forming good warehousing co-operatives. He said that if trade unionists could achieve lower food costs for their families, it would be the equivalent of getting a wage increase at the bargaining table.

Mr. Pilkey said Local 222 of the United Auto Workers, Oshawa, is prepared to start a pilot project with a union food co-operative. A committee has been set up, he said, to study an idea whereby savings instead of being passed on as a dividend at the end of the year, would be passed on in the form of lower food prices. He urged all locals to investigate the establishment of such a co-operative.

Labour Legislation

A resolution calling on the provincial Government to amend legislation to establish a 40-hour work-week in all forms of employment was passed. It also asked that overtime be limited to 100 hours a year in excess of 40 hours a week and that overtime be voluntary on the part of the employee. The Legislature will be asked also to require payment at time and one half for work after eight hours, and double time for Saturday, Sunday and holidays.

Ronald McNab of the United Steelworkers of America, Sudbury, had asked that the resolution be referred back to the committee to have the hours changed to 35 a week and overtime rates at double time for each hour over eight hours a day. "If we pass this resolution we will be ratifying what we were asking for 15 years ago," he said.

Other Resolutions

Other resolutions approved:

—urged the provincial Government to eliminate the means test from all Department of Public Welfare legislation;

—recommended an increase to $110 a month from $75, together with a cost-of-living bonus, in pensions paid to dependent widows under the Workmen's Compensation Act; and an increase to $60 from $40 a month in allowances paid to children;

—requested that one central authority, under the provincial Department of Labour, be established to plan, coordinate, and control all aspects of safety education, and that all safety associations be brought under the control of this central authority;

—requested the provincial and federal Governments to amend legislation permitting union members the right to refuse to cross legal picket lines of other unions without losing their jobs;

—asked the Canadian Labour Congress to urge the federal Government not to allow Trans-Canada Pipe Lines to build a new gas line linking Manitoba and Ontario through U.S. territory;

—urged the elimination of "racial discrimination" by the College of Physicians and Surgeons of Ontario in their refusal to grant licences to medical graduates from India who, with the approval of established hospitals, were practising medicine;

—asked that the Human Rights Code be amended so that it would be illegal to engage in discrimination in small apartment buildings and real estate transactions;

—supported inclusion of a cost-of-living escalator clause in all collective agreements; and

—called on union affiliates to give adequate notice of intention to strike to other unions where more than one union is involved with a single employer.

A collection was taken up among the 1,001 registered delegates to the convention for striking trade unions in Canada. The collection raised $895. By unanimous consent the Federation added the remainder to bring the sum up to $1,000.

Seven More Grants by Department Under University Research Program

The award of seven more grants with a total value of $24,000 under the Department of Labour's University Research Program was announced toward the end of November. These awards were in addition to the 28 grants announced last July (L.G., Aug. 1966, p. 428).

The subjects of study and the names of the recipients are:

Les appareils de direction d'une fédération syndicale "internationale" dans un contexte québecois: dimensions politiques, économiques et culturelles, by André Saint-Amand;

L'introduction de la négociation collective dans la Province de Québec ou les débuts du syndicalisme industriel québecois, by Miss Celine Saint-Pierre;

Labour Force and Migration in Canada, by Jay Beaman;

An Appraisal of the Skills and Work Potential of Mental Health Patients, by David A. Chambers;

Predicting Vocational Success for the Mentally Retarded Adult, by David Gibson;

La recherche en relations industrielles dans les universitiés canadiennes depuis 1960, by Louis-Marie Tremblay; and

An Economic Analysis of some Aspects of Population Movements, by M. C. Urquhart.

Applications for these grants are accepted up to March 1 each year from postgraduate students, university faculty members, and others possessing research qualifications, provided that they are Canadian citizens or can show that they will be residing in Canada on a continuing basis. The postgraduate training of applicants must have been in the field of social sciences.

A report and summary of findings of each research project must be submitted to the Labour Department-University Research Committee, but the rights to the studies remain the property of the authors, and many are subsequently published.

The latest awards bring the total number of grants awarded during the 16 years since the Program was initiated to 144, with a total value of $258,581.69.

The Role of a Women's Bureau..

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by Jo Ann Poglitsh, Research Assistant,

Women's Bureau, Ontario Department of Labour

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The Ontario Women's Bureau was established in October 1963, with the basic function of facilitating the integration of women into the labour force.

As a basis for many aspects of our work it is necessary to have a picture of the number of women in the labour force, how that number has changed, and how it is changing. Most of our statistical information comes from the Dominion Bureau of Statistics and the federal Women's Bureaus in Canada and the United States. The increasing rate of return to the labour force of married women whose children have grown and who, consequently, have time to take a job is a trend of major significance. It has implications in the fields of training, education, counselling, and other areas in which the Bureau is involved.

As well as providing background for our work, statistical information is often requested by organizations or individuals outside the government. Questions of interest are: the labour force participation of married women, ages, occupations and earnings of women, ages of children of working women.

Labour Legislation

As part of the Bureau's function of advising the government on labour legislation with respect to women, we keep up to date on changes in the other provinces and in the United States.

In 1965, information on Ontario labour legislation pertaining to women was prepared in the form of a news letter, and was distributed to employers. The number of telephone calls subsequently received from employers indicates that this service was well received and much needed.

Annually a member of the staff gives lectures on labour legislation as part of a University of Toronto lecture series entitled "Law and the Woman". This year three such lectures will be given.

Recently, we prepared a leaflet explaining to women what is and what is not required of the employer by law. This was done in response to continuous inquiries on the subject. Many people have erroneous ideas, as long custom is often confused with law. Among the customs for which there is no legislative basis are coffee breaks and sick leave.

Counselling

Early in 1964 we prepared a pamphlet called "How to Find The Job You Want". This was intended as a guide for mature women, telling them how to go about looking for a job, but it has been extremely popular among young people as well. Thousands of copies have been requested by high school guidance personnel.

Our first project in counselling took place at the 1964 Canadian National Exhibition. At the Women's Bureau booth, we placed several counsellors to advise women visitors in choosing occupations and finding training. This was very popular and gave us an opportunity to distribute questionnaires asking women about their labour force participation, their interest in employment and training, their skills, what they would like to do, their opinions on day care centres; 13 questions in all were asked and 8,000 women stopped to fill out the questionnaire and talk with interviewers.

From this we learned that although women were very eager to work, in general they had very little knowledge of training and employment opportunities.

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The term Women's Bureau may have various connotations. In the Canada Department of Labour it has been defined as a small branch that serves as a focus for departmental policies and activities relating to the position of women in the labour force. The ILO has come up with a useful descriptive phrase that applies broadly to types of organization that have been developed for similar purposes in various countries: "administrative arrangements for handling questions relating to women workers."

Fundamental to the functioning of such a unit is the premise that women workers and their work belong within the mainstream of the labour force. In setting up a Women's Bureau or some similar administrative arrangement for dealing with the problems of women workers, a Department of Labour does not in any sense lessen its responsibility for continuing consideration of women's employment within all aspects of its concerns. Rather it is simply endeavouring to ensure that the particular problems involved receive adequate attention.

On the whole, these problems are not new problems, but as the economy develops and women's employment expands, the problems become more complex and take on new manifestations. In all parts of the world, governments are finding that there is need for some type of administrative arrangement to deal with them.

A Women's Bureau is not an operational unit in the usual sense of that word. Rather it is an instrument that is oriented to research and fact-gathering, directed to the creation of an informed approach to the problems of women's employment and the cultivation of a climate of opinion that influences and helps achieve needed action. Its role is

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BRITISH COLUMBIA

by Christine Waddell, Director,

Women's Bureau, B.C. Department of Labour

expressed, therefore, both within the Department of which it is a part and at the same time in relation to the community—with organized groups of employers and workers, professional associations, women's groups and other agencies concerned with women workers in paid employment.

But what are these particular problems of women workers and their work with which a women's bureau must occupy itself? They can be classified under three headings according to their origin: historical and traditional, psychological, and biological. Whatever their origin they are all moulded by changing social and economic circumstances.

The employment of women is not a new phenomenon. Ever since the onset of the industrial revolution, women have been going out of the home to work for pay. Industrialization had rather later beginnings in Canada than in the United States and Europe. In older, more settled parts of the country, however, as industries were developed and towns established, women became part of the industrial labour force. The Report of the Royal Commission on Labour and Capital in 1889 directed public attention to the deplorable conditions in which women were working in factories and mills of Quebec, Ontario and the Maritime Provinces. Already in 1884 and 1885 factory laws for the protection of women and children had been passed in Ontario and Quebec, laws that became a basis for further legislation that restricted working hours—the beginning of present-day factory acts and other instruments that restrict the hours of work of all members of the labour force.

The Census of 1891 is the source of earliest statistics on women workers in

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History shows that in the 1900's British Columbia women were in the forefront pressing for improved labour legislation. As a result of their endeavours, the Factories Act was enacted to protect women and to prevent minors from working in factories where unhealthy conditions existed. Later, in 1918, Mrs. Mary Ellen Smith, the first woman ever elected to the Legislature, successfully guided through the Female Minimum Wage Act. Mrs. Helen Gregory MacGill was one of the three members appointed to the first Minimum Wage Board, which was empowered to establish minimum wages for women only.

Over the years women have played an increasingly important part in urging numerous improvements in social legislation. In recognition of this and of the rapidly increasing participation of women in the labour force, in 1965 a woman Industrial Relations Officer, Christine Waddell, was engaged by the Department of Labour and given extensive training in all phases of the Department's activities. She made calls with officers from the Labour Standards Branch dealing with complaints made by employees or carrying out routine inspections. The Factories Branch arranged inspection tours through different types of industrial establishments where the majority of employees were female, to better observe the working conditions and the amount of protection under present regulations. A conducted tour of the Workmen's Compensation Board demonstrated the types of therapy and assistance offered to women who had been injured in the course of their employment. Then, in company with Safety Inspectors from the Accident Prevention Department, calls were made at various types of establishments where most of the employees were women.

The Apprenticeship and Industrial Training Branch had their Counsellors take Mrs. Waddell along on visits to employers and employees to see the assistance afforded to apprentices who wanted training or thought they were not getting as complete a training as they felt necessary. Different Trade Schools were also inspected to see that the regulations were being adhered to, or if any changes should be made.

During 1965 women's organizations approached the Government with a well-documented brief asking for a Women's Bureau within the Department of Labour. Undoubtedly these organizations were influenced in making their request by many factors other than the increase in the female working population. In acknowledgement of these representations, a Women's Bureau was established in 1966 with Mrs. Waddell as Director.

Contacts were made with other Women's Bureaus. A set-up similar to that of the Women's Bureau, Canada Department of Labour seemed a firm basis on which to begin operations, to augment rather than duplicate their endeavours on a provincial basis, utilizing already established avenues.

Even in the embryo stage, the Women's Bureau took part in discussions and expressed opinions regarding legislation then under consideration. The result was a new Maternity Protection Act, whose application had been broadened to protect most women working in the province so that they may, if they so desire, legally apply for leave of absence before and after the birth of a child without fear of losing their employment.

When the Factories Act was completely revised, it too was the subject of

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Canada

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Canada. At that time, roughly one of every eight paid workers in the country was a woman. Their ten leading occupations were: domestic servant, dressmaker, teacher, farmer, seamstress, tailoress, saleswoman, housekeeper, laundress and milliner: all of these were types of work associated with the traditional household. Women who were engaged in manufacturing were chiefly in the textile industry—again a traditional occupation of the pioneer household.

Although industrialization brought new jobs for women, the need for training and preparation for those jobs was taken lightly. There was great discrepancy—as there still is—between the trade and indeed the professional skills of women and of men. Herein lies a basic concern of a Women's Bureau: the encouragement of adequate occupational preparation for women. This includes concern for girls in school for whom, increasingly, education and training are no less important than for boys.

The classification of jobs according to gender was carried over from the domestic to the industrial economy and still persists. Occupational distribution has tended to stiffen along traditional lines, and sharp distinctions between men's work and women's work seriously limit the potential not only of women but also of men. On the whole, the limitation is more stringent for women, who are practically barred from some fields of work, not on any rational basis but by reason of prejudice and sheer force of habit. It is true that in many situations women are barred for lack of essential qualifications, a lack resulting from traditional ideas about their education and training, or for lack of relevant experience, again largely due to traditional concepts of women's role. Too often, also, women themselves erect barriers through unwillingness to accept the responsibilities of more exacting work.

This whole area of traditional attitudes and patterns of employment for women requires continuing exploration and relevant action. Girls, for instance, need to be exposed to wider vocational horizons and encouraged to obtain adequate training for whatever fields they wish to enter. If these are new fields, girls may need special encouragement and support from parents and teachers. At the same time, employers must be made aware of women's capabilities in order to ensure broader opportunities for them, not only at the hiring stage but in promotion and advancement in business and the professions. The accomplishment of this is a long-term undertaking but one that is an essential concern of a Women's Bureau, and calls for it to draw on all available resources of information and experience for the publication of relevant material and for consultation with interested individuals and groups.

The level of women's wages was one of the earliest problems of women workers about which the conscience of governments was aroused. By 1920 minimum wage legislation applicable to women workers had been adopted in six Canadian provinces. It exists now in all the jurisdictions, federal and provincial, and parity of rates for men and women have been accepted in most, though not yet all, of them. The fact remains, however, that the occupations in which women cluster tend to be the lower paid ones.

On the whole, also, women workers are less well organized than men workers. Their rates of pay are, therefore, less often subject to bargaining. This fact perhaps more than any other led to the intervention of governments to ensure them minimum rates of pay. Again, because the reserve of women to take on less skilled jobs is elastic, their wages and salaries are correspondingly depressed. The occurrence of shortages may help to improve the remuneration of women, if they are prepared to take advantage of available opportunities, quite as much as that of men. Not surprisingly, then, women's wages and salaries are a subject of concentration for Women's Bureaus, not only in terms of minimum rates but in perspective of the principle of equal pay for equal work. Moreover, an important part of the job of a Women's Bureau is to ensure that women are acquainted with the facts of economic life.

By directing attention to these long-range continuing problems I may not have emphasized sufficiently the urgency they have taken on as a result of the revolutionary changes of the past few decades—particularly since 1950. During this period there has been a dramatic expansion in the employment of women —the percentage increase in their employment has considerably exceeded that for men. Even more remarkable, however, has been the growth in the labour force participation of married women. As late as 1941 the participation rate for married women was somewhat less than 4 per cent. By 1951 it had climbed to more than 11 per cent. By 1961 the rate of the previous decade had doubled, and in 1965 it was estimated at slightly over 25 per cent. This year it has continued to rise until at least one in every four married women in Canada is in the labour force.

Alongside this phenomenon is the arresting fact that the most marked increase in labour force activity has occurred among women over the age of 35. At present half of the female labour force is in this upper age group. Once their children have grown beyond immediate dependence, a new phase opens up in a woman's life. She is ready to enter or re-enter the labour force.

Paid employment is no longer a preoccupation only of the girl just out of school, looking forward to marriage, or of the woman who remains unmarried or who is widowed, divorced or separated. You will appreciate that these facts lightly touched upon confront us with problems that urgently require attention:

—the need to take steps to improve women's occupational competence by providing adequate counselling and training for women re-entering the labour force in middle life;

—the need to develop social policies to enable and support the efficient utilization of women in the labour force, e.g., maternity leave, including the protection of a women's right to return to employment after childbirth and a period with her child in at least its early infancy, and

—the need, increasingly recognized, to bring about improved standards of day care for children of working parents.

Herein lies the *raison d'être* of a women's bureau: to bring about an informed approach to the problems of women's employment and encourage such attitudes and action as will facilitate the integration of women workers within the total labour force.

Ontario

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To help fill the information gap we began in the fall of 1964 to gather files of occupational information, including qualifications and availability of training for a wide variety of jobs. By summer 1965, we had accumulated detailed information on 100 occupations. This information was printed on handy IBM cards and distributed at our second Canadian National Exhibition. These cards were popular with all age groups, mature women trying to find out what occupations were available with a minimum of training as well as high school students considering training for their future. In the fall of 1965 these cards were bound into booklets, which have been in

demand by people in counselling and guidance as well as others. The list of jobs was expanded and distributed again at the 1966 Canadian National Exhibition. Requests for both the bound booklets and for individual job cards have continued.

Our 1965 and 1966 Canadian National Exhibition projects attracted a great many high school students. In our talks with them we found that they were often unrealistic about their participation in the labour force. Many thought that they would work only until they were married. This prompted us to develop another pamphlet. "The U In Your Future". It explains to girls that they will be working a good many years more than they expect and encourages them to be prepared for a later re-entry into the labour force after their children have grown.

Mature women wanting to begin employment are finding it increasingly necessary to develop some kind of skill. To make it possible for them to do so we continue to encourage the development of more training courses for women.

Last year we co-operated with a number of other organizations to have a course for Visiting Homemakers established at the Adult Training Centre of the Toronto Board of Education. The course was very well received, and has now graduated three classes. We expect that a course to train Child Care Assistants for employment in day nurseries will be started this winter under the same auspices.

Another aspect of training involves assisting mature university graduates with no past work experience to enter the work force. Part of the answer for these women may lie in the development of more "semi-professional" training courses, in occupations where there are labour shortages.

With nearly 60 per cent of Ontario's female labour force married, the matter of day care for their children has become of increasing public concern. Legislation is already in existence that permits municipalities to set up day care centres and receive considerable financial support from the federal and provincial Governments. Communities have been very reluctant, however, to develop the needed facilities. The Women's Bureau last spring encouraged five departments of the government to get together in an interdepartmental committee to consider what could be done to speed up the development of day care centres.

The committee developed a list of suggestions which, if implemented, will help put Ontario on the way to an adequate day care system.

In the near future we have plans for two publications. One, "The Law and Women in Ontario," will give a general idea of the law as it affects women in such areas as property rights, support of children, marriage and inheritance.

The other publication will be on the subject of maternity leave practices, and will be sent to employers. This is a factual presentation of maternity leave practices in other jurisdictions and is meant to be used by Ontario employers as a guideline in establishing their own policies. The need for this information became apparent in a survey last year of 88 employers across the province that covered employer attitudes and practices regarding part-time employment, executive training for women, age factors, as well as maternity leave practices. The wide variation in maternity leave policies among these companies showed that more factual information was needed. The publication will also include medical advice concerning maternity leave and the employment of pregnant women.

The efficient integration of women into the labour force requires study in a variety of areas. In addition to encouraging the development of training programs for women and employer acceptance of women on an equal basis with men, we are concerned also with social services such as day care, homemaker services, and counselling; with equitable taxation policies and with flexibility of scheduling in both education and employment so that women's various roles may be compatible.

British Columbia

Continued from page 19

recommendations by the fledgling Bureau. The provisions of the new Act have been extended to include shops and offices, which are predominantly staffed by women, and many new provisions for the protection of women have been introduced.

Since coming into operation, the Bureau has assisted women by means of personal interviews and contact with women's organizations. When the enquiries related to working conditions, the necessary information has been supplied or the enquirer has been directed to the proper office for assistance. The Women's Bureau discovered, however, that every woman's problem was not one connected with her employment. Many times it was her desire to obtain a job. Sometimes a woman who may have been away from employment for 15 or 20 years was seeking information about working conditions and job opportunities. In this regard a close liaison is maintained with the Canada Manpower Center.

The Board of Industrial Relations held hearings throughout the province on the revision of Minimum Wages and the making of an Order under the Annual and General Holidays Act, which provides authority for the Board to make orders requiring employers to give employees a general holiday with pay. Unions, companies, and private individuals presented oral and written briefs giving reasons why minimum rates should be increased or held at the present level. The absence of women's organizations from early hearings was noticeable; but once they were informed personally of when hearings would be held in their city, representatives of women's groups appeared with watching briefs. The Director held meetings with these groups whenever possible to acquaint them with the present regulations.

Counsellors in the schools discovered that young girls entering the labour market for the first time were seldom aware of the regulations passed for their protection. The Director therefore has visited classes to inform the students of their rights and responsibilities and the protection afforded them by the Department.

Similar situations arose with private employment agencies. When employment agencies became aware there was a Women's Bureau willing to explain the fundamentals to their counsellors, they requested instruction. Now they contact the proper department if a question arises that they are unable to answer.

Various women's organizations are requesting the Director to address meetings of their members. Others consult the Bureau to ascertain what fields of endeavour they might pursue to enable women to take their rightful place.

The responsibilities of the new Bureau are wide and varied. They include correlating existing information regarding legislation, and determining trends with regard to age, training practices, and conditions affecting working women. The Bureau serves as a channel of communication with women's groups, employers, and labour organizations. It stimulates investigation and research by the other branches of the Department, and compiles comprehensive reports in such areas as equal pay for equal work, maternity protection, minimum wages, and employment benefits.

Employment Fatalities in Canada

The employment fatalities covered in this review involved persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

Table 1—Fatalities in Proportion to Employment, by Age Groups and Sex,* 3rd Quarter of 1966

	Fatalities		*Employment*	
Age Group	*Number*	*Per Cent of Grand Total*	*No. of Workers†* (000's)	*Per Cent of Grand Total*
14-19	19 (–)	6.9 (–)	595 (419)	7.9 (5.5)
20-24	24 (–)	8.7 (–)	645 (386)	8.5 (5.1)
25-44	129 (–)	46.5 (–)	2,314 (809)	30.5 (10.7)
45-64	91 (2)	32.8 (.8)	1,584 (604)	20.9 (8.0)
65+	12 (–)	4.3 (–)	177 (44)	2.3 (0.6)
TOTAL	275 (2)	99.2 (.8)	5,315 (2,262)	70.1 (29.9)
GRAND TOTAL	277	100.0	7,577	100.0

* Figures for women in parentheses.

† DBS estimates, Special Surveys Division, special tables, week ending August 20, 1966.

The Canada Department of Labour has received reports on 277 employment fatalities that occurred in Canada during the third quarter of 1966. During the previous quarter, 261 fatalities were recorded. This is 33 more than the previously published total of 228 (L.G., Oct. 1966, p. 574). In the third quarter of last year, 390 fatalities were recorded —52 more than the preliminary figure of 338 (L.G., Jan.-Feb. 1966, p. 29).

Of total fatalities that occurred during the third quarter of 1966, 36.8 per cent were in the occupational division of craftsmen, production process and related workers; 32.1 per cent of total fatalities occurred in the construction industry.

During the quarter under review, there were five multi-fatality accidents that brought death to 29 workmen. Ten crew members were drowned when their dredge was swamped by a large wave, and sank in the St. Lawrence River near Quebec City. Nine construction workers died when a bridge span collapsed into the Rideau River in Ottawa. A boat towing a load of logs overturned in Lake Onatchiway, near Chicoutimi, and four loggers lost their lives. Three garage employees were burned to death in an explosion of varsol cleaning fluid in Merritt, B.C. and in Corner Brook, Nfld., a head-on crash between a flat car and a diesel switching engine in a CNR yard claimed the lives of three workmen.

Table 2—Fatalities in Proportion to Employment, by Main Occupational Grouping and Sex,* 3rd Quarter of 1966

	Fatalities		*Employment*	
Main Occupational Grouping	*Number*	*Per Cent of Grand Total*	*No. of Workers†* (000's)	*Per Cent of Grand Total*
Primary industries	57 (1)	20.6 (0.4)	749 (83)	9.8 (1.1)
Manual	193 (–)	69.6 (–)	2,468 (343)	32.5 (4.5)
White collar and service	25 (1)	9.0 (0.4)	2,098 (1,836)	27.9 (24.2)
TOTAL	275 (2)	99.2 (0.8)	5,315 (2,262)	70.1 (29.9)
GRAND TOTAL	277	100.0	7,577	100.0

* Figures for women in parentheses.

† DBS estimates, Special Surveys Division, special tables, week ending August 20, 1966.

Fatalities in proportion to employment by sex and age distribution are shown in Table 1.

Analysis of this table shows that men who comprised 70.1 per cent and women 29.9 per cent of the total workers employed were involved in 99.2 and 0.8 per cent of the total number of fatalities. The 45-64 age group, which comprised 20.9 per cent for men and 8.0 per cent for women of the total workers employed, accounted for 32.8 and 0.8 per cent of the total number of fatalities.

Men in the age groups 14-19, 20-24, 25-44, and over 65, who comprised 7.9, 8.5, 30.5, and 2.3 per cent of the total workers employed, accounted for 6.9, 8.7, 46.5 and 4.3 per cent of the total number of fatalities. Women comprised 5,5, 5.1, 10.7, and 0.6 per cent of the total workers employed in these age groups, but no fatalities for women were recorded.

Fatalities in proportion to employment be sex and main occupational groupings are shown in Table 2.

A rough analytical summary of the main occupational groupings shows that

men in the primary industries occupations and white collar and service occupations, who comprised 9.8 and 27.9 per cent of the total workers employed accounted for 20.6 and 9.0 per cent of the total number of fatalities, while women in the same occupations comprised 1.1 and 24.2 per cent of the total workers employed, and were involved in 0.4 per cent of the total number of fatalities in each of the two occupational groupings.

In the manual occupations, comprising 37.0 per cent of the total workers employed, of which 32.5 per cent were men and 4.5 per cent were women, men accounted for 69.6 per cent of the total number of fatalities, and there were no fatalities recorded for women.

Three industry divisions accounted for 62.8 per cent of the total number of fatalities.* These were: construction, 32.1 per cent; transportation, 18.4 per cent; and manufacturing, 12.3 per cent. The remaining 37.2 per cent were distributed in other industry divisions in this order: forestry, 9.0; mining, 8.7; agriculture and trade, 6.5 each; service, 2.5; public administration, 2.2; and fishing, 1.8 per cent. A cross-section analysis reveals that the greatest concentration of fatalities* occurred in the construction industry and 25-44 age group.

An examination of cross-classifications of industry divisions to pinpoint the main concentrations of fatalities by occupations shows that 87.3 per cent of the total fatalities that occurred to craftsmen, production process and related workers were as follows: construction, 45.1 per cent; manufacturing, 21.6 per cent; and transportation, 20.6 per cent. Similarly, 72.0 per cent of the total fatalities that occurred among labourers and unskilled workers (not agricultural, fishing, logging or mining) were in construction, and 61.0 per cent of the total fatalities that occurred among transportation and communication workers were in transportation, communication, and other utilities.

Two accident-type categories accounted for 50.2 per cent of the total number of fatalities*. These were: falls and slips, 27.1 per cent; and struck by different objects, 23.1 per cent. The remaining 49.8 per cent were distributed in other accident-type categories in the following order: collisions, derailments, wrecks, etc., 16.6 per cent; caught in, on or between, 13.0 per cent; electric current, 6.5 per cent; conflagrations, temperature extremes and explosions, 6.1 per cent; miscellaneous accidents, 3.6 per cent; over-exertion, 2.5 per cent; inhalations, absorptions, and industrial diseases, 1.1 per cent; and striking against or stepping on objects, 0.4 per cent.

An analysis of cross-classifications of the main accident-type categories by industry shows that 76.6 per cent of the fatalities that were in the category of being struck (by such objects as falling trees or limbs, landslides or cave-ins, automobiles or trucks, materials falling from stockpiles and loads, objects being hoisted or conveyed, and objects falling in mines or quarries) occurred as follows: in construction, 37.5 per cent; in forestry, 20.3 per cent; and manufacturing, 18.8 per cent. Similarly, 66.7 per cent of the fatalities that were in the category of falls and slips (from buildings, bridges, catwalks, towers, etc., to different levels, such as excavations, harbours and seas) occurred in construction, 50.7 per cent, and in manufacturing, 16.0 per cent.

Finally, 50.5 per cent of the fatalities in the category of collisions, derailments, wrecks, etc., (that involved automobiles and trucks, railways, aircraft, tractors and loadmobiles) occurred in the transportation industry.

The same analysis shows that 70.6 per cent of fatalities in manufacturing were the result of falls and slips or being struck by different objects; 52.0 per cent of fatalities in forestry resulted from being struck by different objects; 45.1 per cent of fatalities in transportation were collisions, derailments, wrecks, etc.; and 42.7 per cent of fatalities in construction were falls or slips.

*See Table H, p. 79.

14th Annual Report—1965-66

Injuries to Public Service Employees Cost More Than $4,600,000 in 1965-66

The 14th Annual Report on Claims for Work Injuries of Federal Public Service Employees, covering 1965-1966, discloses the following:

Disbursements for compensation, medical and hospital services, administration expenses and salaries in lieu of compensation, were more than $650,000 above the figure for 1964-1965. The report attributes the increase to higher costs of medical and related services, improved benefit rates in several of the provinces, as well as to the greater number of claims settled. Higher salaries and a greater number of employees were also a factor. The aggregate of the direct costs was estimated at approximately $4,600,000, an increase of 16 per cent.

Indirect costs, such as those caused by work interruptions, delayed services, involvement of supervisory staff, and loss or damage to material and equipment, should also be taken into account, the report emphasizes. Experts estimate that the ratio of indirect costs to direct cost is, on the average, 4 to 1, which would make the total accident bill close to $23,000,000.

The number of employees in the service increased by 5,000 during the period to a total of 237,000.

During the year, employees suffered a total of 19,756 injuries, an increase of 289 from the 1964-1965 figures. There were 24 fatal injuries, 9 permanent disabilities, 4,656 injury-leave cases, 2,932 compensation cases, 11,739 minor injuries, and 396 cases for which claims were not allowed.

The total cost of all compensation benefits paid from the Consolidated Revenue Fund was $3,008,691, up 10 per cent over 1964-1965, plus the amounts paid to provincial workmen's compensation boards for their administration services under the Act—a sum of $383,358 for the period. One third of the expenditure went for hospital and medical services, two thirds to compensate for income losses of injured or deceased employees.

Salaries paid in lieu of compensation under the injury-leave provisions amounted to $1,203,312, up 31.8 per cent from the previous year.

Including expenses for administration charged by the provinces, the compensation benefits, and the salaries paid in lieu of compensation, the direct gross cost of accidents and injuries suffered by persons employed in the federal public service was $4,595,361.

The accident frequency rate for the 105 separate reporting units ranged from zero to 115.74. The rate for the public service as a whole was 17.22, an increase of almost 2 per cent.

Labour Standards Legislation Enacted In Eight Jurisdictions During 1966

Fair Wages and Hours of Labour Act is amended by Parliament

Paid statutory holidays provided for in British Columbia

Vacation benefits are extended in Manitoba and Ontario

During the 1966 sessions of Canada's Parliament and the provincial legislatures, new labour standards provisions were adopted in eight jurisdictions.

Parliament amended the Fair Wages and Hours of Labour Act to bring provisions respecting wage rates and hours of work into conformity with those of the Canada Labour (Standards) Code.

Amendments to the Newfoundland Minimum Wage Act changed the definition of wages, and strengthened enforcement procedures.

In Manitoba, a new Vacations with Pay Act provided for allowances to employees whose services are terminated during a working year; amendments to the Employment Standards Act established a uniform overtime standard throughout the province; the Employment Services Act was amended.

Amendments were made in Saskatchewan to the Hours of Work Act, and the Saskatchewan Annual Holidays Act.

The Ontario Hours of Work and Vacations with Pay Act was amended to provide for two weeks vacation with pay after 36 months of employment.

Some changes in the stamp system of vacation pay credits in effect in the construction industry were made, through amendments to the Nova Scotia Vacation Pay Act.

British Columbia provided for eight paid holidays a year, and replaced its Maternity Protection Act.

On July 1, a new Child Welfare Act went into force in Alberta, amending Section 34 of the Alberta Labour Act—the section governing the employment of children.

FAIR WAGES

Parliament amended the Fair Wages and Hours of Labour Act to bring the wages and hours standards in this Act into conformity with those of the Canada Labour (Standards) Code. The amending Act implements certain assurances given in the name of the Government by the then Minister of Labour during the debate on the Labour (Standards) Code, at which time he stated:

> In the case of work on government contracts, changes will be proposed in the Fair Wages and Hours of Labour Act later in the session, in order that those covered by this legislation will also be brought into conformity with the hours of work and minimum wage standards of the Canada Labour Code.

Enacted in 1935

Enacted in 1935, the Fair Wages and Hours of Labour Act provides for the payment of fair wages on federal government construction contracts. The term "fair wages" has been defined as "such wages as are generally accepted as current for competent workmen in the district in which the work is being performed for the character or class of work in which such workmen are respectively engaged; but shall in all cases be fair and reasonable."

The amending Act, which will come into force on proclamation, has added a proviso to the effect that in no case may wages be less than the minimum hourly rate set under the Canada Labour (Standards) Code. This means that, after the amending Act is proclaimed in force, the minimum wage payable for work on a federal government construction contract will be $1.25 an hour. If the prevailing rate is higher in a certain area, the contractor will, as before, be required to pay the higher rate.

Hours Provisions Amended

The hours provisions, which currently limit working hours to eight in a day and 44 in a week except when extended by a special permit issued by the Minister of Labour, have also been amended. Working hours are to be restricted to eight in the day and 48 in a week, but one and one-half the fair wage rate required under the contract is to be paid after eight hours in a day or 40 in a week. At present, regulations under the Act require the payment of the overtime rate after eight and 44 hours where permits for extended hours have been issued. The Minister said that a substantial number of permits had been issued when work had to be completed in a short season or in circumstances where completion of a contract was urgent. Under the new system, he said, a contractor would be allowed to work up to 48 hours in a week without a permit, so long as the overtime rate was paid after 40 hours.

A penalty provision was also introduced. Every contract is to contain a provision that, in the event of a default in carrying out the wages and hours conditions, the contractor will be assessed liquidated damages in the sum of $50 for every default.

MINIMUM WAGES

Amendments to the Newfoundland Minimum Wage Act changed the definition of wages and strengthened enforcement procedures.

The amended Act makes it clear that the term "wages" includes every form of remuneration for labour performed, but does not include tips and other gratuities.

New provisions, similar to those in the Newfoundland Industrial Standards Act, permit an employer to make voluntary restitution of wages owing to an employee. If an officer finds that an employer has failed to pay the prescribed minimum wage, he may determine the balance owing and, if the parties concerned agree as to the amount, the employer must transmit it within two days to the Deputy Minister of Labour, who will pay the money to the employee. If an employee cannot be located, the money will be placed in a special account and, if not claimed within two years, will become part of the Consolidated Revenue Fund. An employer who complies with this provision will not be

liable to prosecution if the Attorney General so directs.

Mandatory Provision

Another new provision now makes it mandatory, rather than discretionary, for a magistrate who has convicted an employer of failure to pay the minimum wage to order him to pay the employee any outstanding difference between the amount actually paid and the prescribed wages. Such an order is enforceable in the same manner as a judgment of the court in a civil action. The employee, however, retains the right to take any other action for the recovery of the amount owing.

HOURS

In Manitoba, amendments to the Employment Standards Act established a uniform overtime standard throughout the Province.

Part III of the Employment Standards Act requires the payment of time and one-half the regular rate for all time worked in excess of the prescribed limits—eight in the day and 44 in the week for women, and eight in the day and 48 in the week for men. Prior to the coming into force of the amendment, the statutory overtime standard applied only to scheduled employments in the larger, more industrialized areas of Manitoba. In other types of employment and in the smaller centres, the lower overtime standard set out in the minimum wage regulations (one and one-half the minimum wage) applied.

Standard Extended

Effective May 1, 1966, the statutory overtime standard was extended to all industries in all parts of the province, except industries such as agriculture and fishing, which are exempted from the Act. Construction workers will continue to be governed by the Construction Industry Wages Act and the regulations under that Act.

Another amendment made the Minister of Labour responsible for the enforcement of the hours provisions. Previously, the Department of Labour was not charged with the responsibility of securing compliance with the overtime pay requirements.

An amendment to the Saskatchewan Hours of Work Act amended the exemption for agricultural workers to make it clear that it applies only to employees "employed primarily in farming, ranching, market gardening or any other undertaking for the culture or production of grain, fruit, vegetables, live stock and dairy produce or any of them."

ANNUAL VACATIONS

Ontario amended its Hours of Work and Vacations with Pay Act, which previously required employers to give employees a week's vacation with pay after a year's service, to provide for a two-week vacation after 36 months of continuous or non-continuous employment, with a corresponding increase in vacation pay, effective July 1, 1966.

This means, that as before, an employee is entitled to a vacation of at least one week for each of the first three years of his employment, with pay at the rate of two per cent of his pay for all work done during the vacation year.

After 36 months of continuous or non-continuous employment, an employee is now entitled to at least two weeks vacation for each year of employment completed thereafter, with pay in an amount equal to four per cent of his earnings.

An employee having four years of continuous or non-continuous employment on July 1, 1966, qualified for two weeks vacation with pay, provided he had not already taken a paid vacation during his fourth year of employment. An employee who started to work on or after July 1, 1966, will be entitled to one week's vacation in 1967, 1968 and 1969, and to two weeks vacation in 1970.

One Period or More

This two-week vacation may be granted in one period or it may be divided into two periods of one week each.

The amending Act makes it quite clear that the whole of the period of employment with an employer, both before and after July 1, is to be counted when computing an employee's entitlement to vacation with pay under the amended legislation.

Another amendment gave the Industry and Labour Board, which administers the legislation, authority to approve provisions in agreements between an employer and his employees respecting annual vacations with pay in lieu of annual vacations.

New regulations that went into force on the same day as the amending Act brought vacation pay requirements for terminated employees into conformity with the Act; dropped the service requirement for employees who left their employment voluntarily; and discontinued the stamp system of vacation credits except in the construction industry (L.G., Oct. 1966, p. 595).

Manitoba

In Manitoba, a new Vacations with Pay Act went into force on June 1, replacing legislation originally enacted in 1947. It continues to provide for an annual vacation of two weeks, with pay at the rate of 4 per cent of regular wages after a year's service. A new feature is the provision for the payment of a vacation allowance to employees whose services are terminated during a working year.

Another change is that the accumulated credit system in effect for transitory employees in the construction industry in Greater Winnipeg has been discontinued.

Coverage

The Act covers all employees in the province (including Crown employees), except employees in agriculture, ranching or market gardening and employees subject to federal labour jurisdiction. Domestic servants—a group formerly covered—are also excluded under the new Act.

Service Requirements

There is no change in the service requirements. To be eligible for a two-week vacation, an employee must work at least 95 per cent of the regular working hours during a continuous 12-month period. Continuity of service will not be broken by any absence for which an employee receives workmen's compensation. Also, when computing regular working hours, the employer must not include the vacation period or absences up to 30 days for a certified illness or for authorized leave.

Vacation Allowance

A vacation allowance is now payable on termination of employment. An employee whose services are terminated during a working year is now entitled to 4 per cent of his regular wages for the period worked.

Subject to the conditions specified in the Act, the Manitoba Labour Board was empowered to exempt an employer with a fixed costs contract from paying this allowance until after December 31, 1966, to employees engaged in the performance of such a contract.

System Discontinued

As noted above, the accumulated credit system in effect for transitory employees in the construction industry in Greater Winnipeg has been discontinued. This system provided for regular deposit by employers with the Department of Labour of vacation wages owing to employees, and the disbursement of these wages annually to the employee by cheque. Under the new legislation, procedures are the same as in other industries, and payments are to be made directly from the employer to the employee on termination of employment.

The Act includes transitional provision designed to ensure that construction workers receive any amounts owing to them under the accumulated credit system or the vacation stamp system in effect prior to 1960.

Nova Scotia

Amendments to the Nova Scotia Vacation Pay Act made some changes in the stamp system of vacation pay credits in effect in the construction industry.

Previously, employers in the construction industry were required to affix stamps equal to two per cent of employees' earnings in employees' stamp books within 10 days of termination of employment, if they were not entitled to a vacation or to pay in lieu of a vacation. The amended Act provides that, if a construction worker is paid on an hourly basis, the employer must provide him with a stamp book, if he does not have a current one, and must affix stamps therein within three days after each pay day. Such an employee is not, however, entitled to an annual vacation or to pay in lieu of a vacation.

As before, the stamp system may be extended to other industries by order in council.

Another amendment makes it quite clear that an employee is entitled to the vacation and pay prescribed by the Act, notwithstanding that vacation benefits provided under an agreement, contract of service or custom are more beneficial in some respects than the provisions of the Vacation Pay Act.

Saskatchewan

The clause in the Saskatchewan Annual Holidays Act excluding employees in agriculture from the Act was reworded, to bring it into conformity with the province's Hours of Work Act, the amendment of which is described on page 25.

STATUTORY HOLIDAYS

British Columbia amended its Annual Holidays Act to provide for eight general holidays with pay. In line with this change, the Act was renamed the "Annual and General Holidays Act."

The amended Act empowers the Board of Industrial Relations, after holding an inquiry, to issue an order requiring employers to give their employees a general holiday with pay. In the Act, a general holiday is defined as "New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day or any day substituted for any such holiday in an order of the Board."

In an order respecting general holidays, the Board may lay down the conditions under which a general holiday must be granted, and may specify the pay to which an employee is entitled for a holiday on which he works or does not work and the manner in which it is to be determined. It may also provide for exceptions and for the substitution of an alternative day for any of the eight holidays listed.

Public hearings were held in June, but no order has been issued to date.

According to press reports, the Minister of Labour said that most trade unions had already negotiated statutory holidays or pay in lieu thereof and that the new legislation would ensure that non-union workers would receive the same benefits.

OTHER LABOUR STANDARDS

British Columbia's new Maternity Protection Act, which replaces an earlier act of the same name, is designed to protect female employees against dismissal while absent on maternity leave.

Broader in scope than the previous legislation, the new Act applies to all types of employment, except farming, horticultural operations and domestic service.

The Act provides for six weeks leave of absence during pregnancy. Upon receipt of a certificate from a duly qualified medical practitioner stating that a named employee is pregnant and that her confinement will probably occur on or about a specified date, the employer is obliged to grant that employee leave of absence at any time during the six-week period immediately preceding the date specified in the certificate.

Not Employable

The employment of a woman immediately after childbirth is again prohibited. Upon receipt of a medical certificate giving the date of delivery, an employer is forbidden to allow that woman to work for six weeks following that date or during the period recommended in the certificate, whichever is longer.

The Act also protects a woman against dismissal while absent on maternity leave. An employer is not allowed to dismiss an employee or to give her notice because of absence before or after childbirth until and unless she has been absent for a period of 16 weeks. The onus of proving that the reason for dismissal is not because of her absence rests with the employer.

Child Welfare Act

A new Child Welfare Act in Alberta, which went into force on July 1, 1966, amended Section 34 of the Alberta Labour Act—the section governing the employment of children. The new Act also amended certain provisions of the former Child Welfare Act concerning the employment of children in entertainment, and repealed certain other provisions respecting the employment of children and young persons, to remove duplications and conflicts.

Alberta Labour Act

Section 34 of the Alberta Labour Act continues to prohibit the employment of a young person under 15 years of age in any factory, shop or office building or in any other employment without the written consent of a parent or guardian, and the approval of the Board of Industrial Relations. An exception is again made, however, for a child excused from school attendance for the purpose of obtaining vocational training through employment. Subsection 3 of this section, which authorized the Lieutenant Governor in Council to make regulations respecting the employment of children, has been amended.

Children Under 15

Regulations may again be issued permitting the employment of children under 15 in specific occupations and may now impose such conditions as are considered proper. As well as authorizing regulations prohibiting the employment of persons 15 to 18 years of age in occupations considered likely to be injurious to life, limbs, health, education or morals, the Act now provides also for regulations imposing restrictions on the employment of young persons in this age-group in specific occupations.

The minimum age for employment in entertainment has been raised from 10 to 12 years. The new Child Welfare Act provides that, notwithstanding section 34 of the Alberta Labour Act, the Child Welfare Commission may, upon application, grant a licence permitting the employment of a child over 12 years of age in entertainment.

The Commission must be satisfied that the employment will not be harmful to the child's life, limbs, health, education or morals, and that proper provision has been made to secure the health and kind treatment of the child. In the licence, the Commission may fix the period of time and the hours of the day during which the child may be employed and may also prescribe other conditions and restrictions with respect to the employment.

Deletions

To remove duplications and conflicts, the new Act has removed three other provisions in the former Child Welfare Act governing the employment of children or young persons. One prohibited the employment of a child under 16 between 9 p.m. and 8 a.m. in any occupation likely to be harmful to his life, limbs, health, education or morals; another made it illegal to employ a girl under 18 in a restaurant or hotel without the written consent of a parent or guardian; and the third empowered a municipal council, under defined conditions, to pass by-laws for regulating, controlling and licencing children working as messengers, vendors of newspapers and small wares and shoe-shiners.

Employment Agencies

The Manitoba Employment Services Act, which formerly required employment agencies to be licenced by the Department of Labour, was amended to prohibit charges for placement services.

In particular, it now forbids an employment agency to charge any person a fee for obtaining employment for him or for introducing him to a prospective employer. It is also illegal for an employment agency to charge any person a fee for accepting an application for employment or for placing his name on a list of persons seeking employment.

Any contract providing for a fee for placement services is null and void and unenforceable.

Any person who, after coming into force of the amendment (April 27), paid a fee for placement services may recover the amount so paid in a court of competent jurisdiction.

Royal Commission

Continued from page 11

choice of shifts and carriers' walks, and in promotion as far as the railway mail clerks were concerned. It approved of this policy, but it made some suggestions for improving it.

The Commission found that the way in which competitions for jobs were conducted, and the promotion system itself, were criticized "more bitterly than anything else," and the Department, it said, was greatly surprised to learn this. A common complaint was that promotions were "fixed" beforehand, and that an employee who was favoured by a supervisor was sometimes given a special chance to gain job experience before the competition was held.

Competition Lists

The Commission said that it was impossible for it to investigate individual cases, but that, although there might have been exaggeration or prejudice in these charges, it was hard not to believe that there was at least some foundation for them. It made several recommendations. One of these was that lists of vacancies to be filled by competition should be posted in every staff post office. Employees should be invited to enter their names on these lists, and those whose names were entered should all be given an equal chance to gain experience necessary to improve their chances in the competition.

Another recommendation was that the immediate supervisor of one or more applicants should not be a member of the competition rating board.

The Commission considered suggestions that promotion should be by seniority only, and although it did not agree with this principle, it recommended that seniority should be given some weight, rather than that, as at present, merit should be the sole criterion.

The report recommended that the Department should abolish the practice of temporarily reducing salaries as a disciplinary measure. It also made several other recommendations regarding discipline.

Observation Galleries

The Commission refused to recommend the abolition of "observation galleries" as a means of checking theft and tampering with the mail. It noted that these galleries were in use in post offices in the United States, England, Australia and elsewhere, and it said that they seemed to have been found to be indispensable. It did recommend, however, that the Department should issue further instructions emphasizing that such galleries were to be used only for the purpose of safeguarding the mails.

A proposal was made by the Commission that post office employees should be allowed to engage in partisan political work outside working hours, and to contribute to, or deal with political party funds. It also recommended that non-supervisory operating employees of the post office should be allowed to stand as candidates in federal or provincial elections, should be given leave without pay in order to engage in campaigning for election, and, if unsuccessful, should be reinstated without any loss of rights or privileges as a civil servant. If elected, they would be required to resign immediately.

Other Recommendations

Other recommendations made by the commission advised that the Department should:

—make every effort to obtain the qualified staff needed to carry out its training and development program, and that in its training courses it should give top priority to courses in human relations for supervisors;

—take various steps to reduce the risk of accidents at work, study and define occupational diseases in the Post Office Department, improve first-aid kits and encourage employees to take first-aid courses, improve working conditions in office buildings and railway mail cars, allow mail sorters to use stools, try to improve the design of stools and consider the advisability of covering the floor where sorters stand to ease strain on the sorters, and try to provide parking space for employees;

—allow overtime to letter carriers whenever the volume of mail is heavier than usual, if the weather is inclement, or whenever they work longer than usual;

—pay railway mail clerks a differential for time on duty at night in the railway mail car, reach agreement with the Federation of Railway Mail Clerks on the most appropriate method of combining mileage and layover allowances, and make arrangements for dead-heading by railway mail clerks.

Finally, the Commission recommended that the senior officer responsible for personnel administration should be given the rank of Assistant Deputy Minister and should report directly to the Deputy Postmaster-General, and that the personnel administration should be reorganized, with a sufficient staff and with all necessary research facilities.

Provincial Safety and Health Legislation in 1966

British Columbia revises its Factories Act, extending coverage to shops and office buildings

Other provinces authorize new safety and health regulations

During the 1966 sessions of the Provincial Legislatures, the most significant enactment in the field of occupational safety and health was the new Factories Act adopted in British Columbia, which went into force on April 1, the date of Royal Assent, replacing an earlier Act of the same name. Broader in scope than the previous legislation, the new Act applies to shops and office buildings as well as to factories.

Amendments to existing legislation were adopted in a number of other provinces, some of which provided for additional regulations to control safety or health hazards. These included amendments to the Fire Prevention Act of Nova Scotia and the Public Health Act of Ontario.

Other changes included: amendments to the Gas and Oil Burner Act and the Gas Pipe Line Act in Manitoba, and amendments to the Mines Regulations Act in Saskatchewan and the Coal Mines Regulation Act in Alberta.

BRITISH COLUMBIA

Factories Act

British Columbia's new Factories Act represents the first major revision of the legislation since 1951. Among other changes, coverage was extended and enforcement procedures were clarified and strengthened. Welfare requirements were up-dated and a new section concerned with elevating devices was added.

Administration

As before, the responsibility for the administration of the legislation is vested in the Department of Labour. Accident prevention remains the responsibility of the Workmen's Compensation Board, and officers of the Board also inspect factories, shops and offices, as well as other workplaces outside the scope of The Factories Act, for compliance with regulations of the Board, which lay down numerous safety rules governing machinery, equipment and processes.

Coverage

The new Factories Act applies not only to factories but also to shops and office buildings.

The definition of "factory" has also been expanded to cover any building, premises or place where any manufacturing process is carried on, or where any form of energy or power is used to move or work any machinery used in manufacturing goods, or to aid the manufacturing process. Places where any manual labour is exercised by way of trade or for purposes of gain in, or incidental to the manufacturing process are covered, except private homes where only members of the same family live and work.

Maintenance plants used for the maintenance of aircraft, locomotives, and vehicles used for transport purposes are expressly covered.

Opening a Factory

To ensure that factories are structurally sound, the Act makes it compulsory to submit plans and specifications for departmental approval before starting to erect a new building or to alter an existing structure. This requirement was not spelled out in the former legislation, but, in practice, inspectors specified that this be done under authority of the general powers granted to them in that Act.

As before, notice of occupancy must be given to the inspector one month after operations begin.

Powers of Inspectors

In addition to the usual authority to enter and inspect premises, examine records and other documents, and question employees, an inspector is authorized to take with him into any premises a medical practitioner, a medical health officer or a public health inspector. (The *Annual Report of the Department of Labour* for the year ending December 31, 1965, stated that, because of the need to expand inspectional services, a study conducted earlier in the year had clearly indicated that the assistance of public health inspectors in doing factory inspections would be an efficient and economic method of solving this problem and, after consultation with the Department of Health Services and Hospital Insurance, arrangements had been completed to make this plan of operation effective.)

The new Act also gave factory inspectors express authority to bring in technical experts to make examinations and tests and, where necessary, to take samples.

Another new provision empowers an inspector to issue "stop-work orders," if, in his opinion, any "place, matter or thing" in a factory, shop or office is a source of danger to the health or safety of persons employed therein.

The over-all responsibility for ensuring a proper working environment rests with the employer. It is his duty to see that, during working hours, the factory, shop or office, and all passages and sanitary conveniences under his control are properly lighted and heated so that they are not injurious to the health, safety and comfort of the employees. The owner of a building has a similar responsibility with respect to the parts under his direct control or used in common by the tenants or occupants.

The sanitary and washing facilities to be provided are spelled out in detail. Among other requirements, the owner of a factory building must ensure that every washroom is equipped with at least one washbasin, or washing facilities satisfactory to the inspector, connected to a source of hot and cold water, for every 15 employees. Upon the written request of an inspector, the employer must provide showers and additional washbasins, if the health of employees is likely to be endangered by the presence of poisonous, irritating or infectious materials or gases or by extremes of temperature or humidity.

Washrooms in shops and in office buildings are to be equipped with washbasins in accordance with the requirements of the current National Building Code of Canada.

Every factory is to be provided with a lunchroom, and it is the duty of the employer to see that no meals are eaten where any manufacturing process is carried on. Taking food into part of any room where paint, varnish, dye, white lead, arsenic, ionizing radiation, or other poisonous substances or atmospheric contaminants are present is prohibited.

As before, the employer must supply seats for female factory employees, upon the written direction of an inspector.

To reduce fatigue, it is now obligatory for an employer to provide a resilient

material, satisfactory to an inspector, for female factory employees to stand on while employed in work that necessitates constant standing on cement or hard-surfaced floors.

In a factory, shop or office employing 10 or more female employees, a rest-room must be provided and supplied with the required equipment. An inspector may, however, grant a full or partial exemption.

Every employer in charge of a factory or shop must provide suitable accommodation for employees' street clothes and for work clothes that must be dried or cleaned or kept separate from street clothes owing to the presence of poisonous, infectious or irritating materials.

Overcrowding in offices is prohibited. In a factory or shop, at least 300 cubic feet of room space must be provided for each employee.

Every workroom in a factory or shop is to be maintained at a "reasonable temperature," defined as not less than 65° Fahrenheit measured at five feet from the floor, unless otherwise authorized by an inspector. By written notice to the employer, the inspector may prescribe a standard of minimum and maximum temperatures for any room in a building, having regard to the health and comfort of the employees. If, owing to the nature of the manufacturing process being carried on, excessive heat is created, the inspector may require the owner to install special heat-reducing appliances.

Other provisions designed to ensure a safe and healthful working environment deal with the provision of safe drinking water, housekeeping and sanitation. Additional requirements may be prescribed by regulation.

It is the duty of the employer to see that every workroom in a factory is properly ventilated by natural or mechanical means. Other provisions concerned with factory atmospheric conditions require employers to equip with hoods, and to install local exhaust systems for any machinery creating dusts or impurities in quantities dangerous to the health of employees.

The Act authorizes regulations for the protection of persons engaged in any industrial process involving the use or manufacture of poisons or other harmful substances. Among other matters, these regulations may provide for periodic medical examination of persons engaged in such processes, and may require the reporting of cases of affection from dangerous or harmful substances or industrial poisoning.

Elevating Devices

Part II of the Act, which deals with elevating devices, contains provisions formerly in the regulations, together with some amendments and aditional requirements.

It applies to all vertical or inclined lifts used for raising or lowering passengers or materials, except those excluded by the regulations. The Chief Inspector may, however, by written notice, extend the application of any requirement to any lifting device excluded from the Act or regulations.

No elevating device may be operated without a licence, which must be renewed annually. The conditions under which licences are to be granted will be prescribed by regulation.

To make the legislation more flexible, the Act does not set out technical requirements for elevating devices, but gives the Lieutenant Governor in Council broad authority to make regulations. Among other matters, the regulations may lay down standards with respect to the design, construction, installation, maintenance and inspection of elevating devices.

Regulations adopting relevant safety codes or standards with or without modifications are also authorized.

Regulations fixing a minimum age for elevator operators, or providing for the licensing of operators, may also be issued.

One of the new safety provisions requires an inspector to rate the maximum carrying capacity of every elevating device in respect of weight or number of passengers carried at its original design capacity, with due reduction for poor construction, age, deterioration, and like considerations.

When an elevating device is being inspected, the owner, person in charge, or the contractor responsible for installation or maintenance is now obliged to report any known or suspected defects.

Other new provisions provide for the cancellation or suspension of a licence, or the sealing of an elevating device under certain conditions. If, in the opinion of an inspector, an elevating device is in an unsafe condition, or is being operated in a dangerous manner, or by a person who does not hold the required licence, or if an inspector's instructions are not complied with, or the prescribed repairs, alterations or replacements have not been made within the required time, a licence may be suspended or cancelled by the Chief Inspector, or the inspector may seal the device on the instructions of the Chief Inspector.

An elevating device that had been condemned by an inspector may not be repaired or put back into operation without written permission of the Chief Inspector.

A written authorization from the Chief Inspector is also required before an elevating device previously in use may be sold, exchanged or reinstalled in a new location. (This does not apply, however, to an elevating device sold along with the building or premises in which it is located.)

Any device that has been out of service for a year or more may not be put back into operation unless it has been inspected and a special permit obtained from the inspector.

Boiler and Pressure Vessel Act

An amendment to the Boiler and Pressure Vessel Act provides that no person may commence the installation of a boiler unless he has obtained a permit from the Chief Inspector of Boilers of the Department of Public Works in accordance with the regulations under this Act. Previously, a permit was required before any low-pressure boiler could be installed or altered.

MANITOBA

Gas and Oil Burner Act

In Manitoba, amendments were made to the Gas and Oil Burner Act to ensure the safe handling of liquefied petroleum and the safe installation of appliances using this type of fuel.

In the amended Act, the term "gas" is defined to include liquefied petroleum.

Another amendment forbids any person to keep, store, distribute, deliver or dispose of any liquefied petroleum, unless the design and construction of the storage tanks and containers, and the places where they are kept, comply with the minimum standards prescribed by the regulations.

Regulations adopting any relevant codes or standards dealing with liquefied petroleum were also authorized. The Minister of Labour said this would enable the Government to adopt as regulations under the Act any relevant standards drawn up by the Canadian Standards Association.

Gas Pipe Line Act

An amendment to the Gas Pipe Line Act amended the regulations section of the Act to permit the Lieutenant Governor in Council to issue regulations adopting any relevant codes, rules or standards drawn up by the Canadian Standards Association or other similar organizations. The amendment was made retroactive to August 1, 1959.

The Minister of Public Utilities, who introduced the legislation, said that, under the regulations of the Gas Pipe Line Act,

it had been the practice, since 1959, to adopt standards set by organizations such as the Canadian or American Standards Association. Reviewing the regulations recently, however, the Legislative Committee on Statutory Orders and Regulations had pointed out that there was no authority in the Act to do this. The amending Act, the Minister said, was intended only to regularize procedures followed since 1959.

NOVA SCOTIA

The section of the Nova Scotia Fire Prevention Act empowering the Minister of Labour to make regulations respecting fire prevention, subject to the approval of the Governor in Council, was expanded to provide for regulations:

(a) Governing the manufacture, carriage, handling, storage and disposal of explosive or flammable liquids, gases, chemicals and other flammable material;

(b) relating to the approval, and regulating the sale, installation and maintenance of equipment or appliances using flammable liquids or gases as fuel; and

(c) respecting the precautions and measures to be taken and provided to protect persons from fires in hospitals, nursing homes, convalescent homes and homes for the aged.

Another amendment empowered the Fire Marshal to conduct regional or travelling training schools for firemen.

According to the *Nova Scotia Department of Labour Bulletin* of August 1966 (p. 3), plans call for the appointment of a fire service training officer to assist fire departments throughout the province in their training, and to develop a standard training program.

PRINCE EDWARD ISLAND

An amendment to the Steam Boiler Act of Prince Edward Island made the Minister of Labour, rather than the Public Utilities Commission, responsible for the administration of the legislation governing the operation of steam boilers.

ONTARIO

In Ontario, amendments to the Public Health Act expanded the power of the Minister of Health to make regulations respecting ionizing radiation to include regulations governing sources of ionizing radiation used in commerce and industry, as well as other sources of ionizing radiation.

Any regulations issued may regulate or prohibit the installation, use, movement, handling, maintenance, storage or disposal of sources of ionizing radiation.

ALBERTA

Coal Mines Regulation Act

The Coal Mines Regulation Act, which sets out technical requirements for equipment used in coal mines, and the safety measures to be observed in or about such mines, was amended with respect to qualifications of members of the Board of Examiners and of mine managers, assistant managers and strip-mine surveyors.

The section setting out the qualifications of members of the Board of Examiners, the representative-type board responsible for examining applicants for certificates of competency, has been amended to permit the appointment of persons not presently employed in the operation of a mine. Two of the representative members must hold either a first-class certificate for underground mining or a manager's certificate for a strip mine; the other two must hold a miner's certificate or have had five years of strip mining experience. As before, the other member will be the Director of Mines or a mining inspector nominated by him.

Another amendment makes it quite clear that the manager or assistant manager of a coal mine, or a person acting in either capacity, must have had experience in the type of mining for which he is appointed. No person may be appointed as or act as manager or assistant manager of an underground coal mine unless he is the holder of a first-class certificate for underground mining. A person appointed to a similar position in a strip mine must hold a manager's certificate for a strip mine.

Other amendments make it possible for a person to obtain a certificate as a strip-mine surveyor without his having had experience in surveying underground mines, provided he has alternative qualifications.

Boilers and Pressure Vessels Act and the Pipe Line Act, 1958

An amendment to the Boilers and Pressure Vessels Act, and the Pipe Line Act, 1958, of Alberta permits the Lieutenant Governor in Council to exempt any class of pressure vessels from the legislation. At present, small boilers and pressure vessels, and certain other kinds of pressure vessels subject to regulation by the Board of Transport Commissioners of Canada and the Board of Public Utility Commissioners of Alberta, are exempted.

SASKATCHEWAN

In Saskatchewan, amendments to the Mines Regulation Act amended the definition of a mine, and changed requirements with respect to the keeping of plans and compliance with orders of an inspector.

The definition of a mine has been expanded to include any premises used for crushing, reducing, melting, refining or treating any mineral, soil, earth, rock, quartz, stone or clay.

It is now mandatory for every mine owner or his agent to keep a plan of the mine in the mine office, or in the principal office of the mines belonging to the same owner in the district in which the mine is situated, and to make it available for inspection upon request. Previously, this provision applied only to mines in which more than 12 persons were ordinarily employed underground.

Plans of every abandoned mine must now be sent to the Minister of Mines, regardless of the number of persons previously employed there.

If an inspector issues a written order requiring a dangerous condition to be remedied within a stated time, the mine owner or his agent now has 30 days in which to send the inspector written notice of the steps taken to comply with the order.

NEW BRUNSWICK

Among other changes, new provisions were added to the Motor Vehicle Act of New Brunswick to ensure the safe operation of trucks hauling pulpwood and logs on public highways.

The explanatory note to the bill said that many complaints had been received about such trucks, and that representations on this matter had also been made by the Industrial Safety Council of New Brunswick.

The new provisions are similar to those in Appendix A to the Regulations under the Industrial Safety Act. They forbid any person to operate on any highway any vehicle carrying logs piled in two ranks which extend above the stakes, or any vehicle carrying logs over four feet long piled crosswise on a vehicle body, unless the logs are secured in the prescribed manner. Also, no person may operate a vehicle carrying logs or other material over eight feet long piled lengthwise on a vehicle body or trailer unless the required precautionary measures are taken to prevent spilling.

PRICE INDEXES

Consumer, November 1966

The consumer price index (1949=100) rose 0.1 per cent to 145.5 at the beginning of November from 145.3 in October. The November index was 3.8 per cent higher than the November 1965 index of 140.2.

In the current period the housing, clothing, health and personal care, recreation and reading, and tobacco and alcohol indexes all recorded increases ranging from 1.3 per cent for recreation and reading to 0.1 per cent for tobacco and alcohol. The food index decreased 0.6 per cent and the transportation index remained unchanged.

The food index moved down 0.6 per cent to 144.7 from 145.6 in October. Lower prices were reported for chicken, all beef, all pork except smoked ham, and all other meat and fish items except veal chops and sausages. Other decreases included seasonal reductions for root vegetables, cabbage, fresh fruits except oranges, and sugar.

The housing index rose 0.3 per cent to 146.6 from 146.1 as a result of increases in the shelter and household operations components. Higher rental rates and increased costs for both tenant and home-owner repairs and property taxes accounted for the increase in the shelter component.

The clothing index advanced 0.5 per cent to 129.8 from 129.2. Prices were generally higher for men's wear, children's wear and footwear. The index for women's wear was slightly higher and the index for piece goods remained unchanged.

The transportation index remained unchanged at 151.1. The health and personal care index rose 1.0 per cent to 184.5 from 182.7.

The recreation and reading index advanced 1.3 per cent to 161.3 from 159.2 with higher prices reported for motion picture admissions and sporting equipment. The tobacco and alcohol index edged up 0.1 per cent to 126.5 from 126.4.

Group indexes a year earlier (November 1965) were: food 138.2, housing 142.0, clothing 123.7, transportation 148.7, health and personal care 177.9, recreation and reading 155.0, and tobacco and alcohol 122.3.

City Consumer, October 1966

The consumer price indexes rose in four cities, fell in five, and remained constant in one between September and October 1966. Movements ranged from an increase of 0.3 per cent in Vancouver to fractional decreases of 0.1 per cent in Saint John, Toronto, and Saskatoon-Regina. No change in the index was recorded in St. John's, Nfld.

The component indexes displayed mixed tendencies throughout the regional cities. Food indexes decreased in all cities with the largest recorded in Montreal, and the smallest in Halifax. Housing indexes rose in all cities except one, where the index remained at the September level. Clothing indexes advanced in all cities, with movements ranging from a high of 2.6 per cent in Montreal to a low of 0.1 per cent in Saint John.

Transportation indexes rose in two cities, fell in seven and remained steady in one. Health and personal care indexes advanced in all cities except Toronto, where the index remained unchanged. Recreation and reading indexes rose in all cities except St. John's, where it remained constant. Tobacco and alcohol indexes were unchanged across Canada.

Regional consumer price index point changes between September and October were: Ottawa + 0.4 to 144.9; Montreal + 0.3 to 142.6; Saint John + 0.2 to 141.7; Toronto + 0.1 to 148.1; Saskatoon-Regina + 0.1 to 136.9; Halifax + 0.1 to 139.0; Winnipeg + 0.1 to 140.6; Edmonton-Calgary + 0.3 to 136.2; Vancouver + 0.4 to 140.0; St. John's* unchanged at 126.5.

Wholesale, October 1966

The general wholesale index (1935-39 = 100) declined in October to 260.7 from 260.8 in September. It was 3.4 per cent higher than the October 1965 index of 252.1. Four of the major group indexes decreased and four increased.

The animal products group index declined 0.4 per cent in October to 298.7 from 299.9 in September because of lower prices for fresh and cured meats, fishery products, leather and hides, and skins. A decrease of 0.3 per cent to 228.2 from 229.0 was reported in the non-ferrous metals products group index; and a decrease of 0.1 per cent occurred in two major group indexes—wood products to 342.0 from 342.4, and iron products to 268.6 from 268.9.

The chemical products group index advanced 0.4 per cent to 211.3 from 210.4 in September. The vegetable products group index rose 0.3 per cent to 225.9 from 225.3 on higher prices for fresh fruits, livestock and poultry feeds, and tea, coffee and cocoa. An advance of 0.3 per cent to 194.7 from 194.1 occurred in the non-metallic minerals products group index, and the textile products group index rose 0.2 per cent to 252.0 from 251.6.

Residential Building

The price index of residential building materials (1935-39=100) increased in September by 0.2 per cent to 346.4 from 345.7 in August, and to 151.9 from 151.6 on the 1949=100 base. The non-residential building materials index (1949=100) advanced by 0.2 per cent to 150.8 from 150.5 in August.

* On base June 1951=100.

U.S. Consumer, October 1966

The United States consumer price index (1957=100) increased by 0.4 per cent to 114.5 in October from 110.2 in September. A year ago in October the index was 110.4.

Higher costs for housing, medical care and apparel contributed to the increase. Grocery store prices went down an average of two tenths of a per cent, mainly because of lower prices for pork and chickens, and a seasonal decline in prices of many fresh fruits and vegetables. Bread prices dropped, but the price of eggs and milk rose.

Automobile prices were up slightly on the new models. The added costs resulted mainly from new safety equipment and longer warranties.

British Retail, September 1966

The British index of retail prices (Jan. 16, 1962=100) declined to 117.1 at September 20 from 117.3 at mid-August. The index a year ago was 113.0.

The decrease in the index was due mainly to reductions, largely seasonal, in the prices of fresh vegetables, fruit, beef, mutton and lamb. The index for foods fell by about 3 per cent to 109.6, compared with 113.0 in August. The index for the food group as a whole fell by nearly 1 per cent to 115.1, compared with 116.1 in August.

The group index for fuel and light, clothing and footwear, and services, increased, and the transport and vehicles index declined. In the remaining five groups there was little change.

Employment and Unemployment in October

An estimated 7,324,000 persons were employed in October, compared with 7,311,000 in September, and 7,008,000 in October 1965. The labour force, at 7,519,000 in October, was 340,000, or 4.7 per cent higher than a year earlier.

Unemployment was 24,000 higher than a year ago, but declined by 10,000 to 195,000 from the September figure of 205,000.

The unemployment rate in October was 2.6 per cent of the labour force, compared with 2.4 per cent in October 1965 and 3.7 per cent in October 1964. Seasonally adjusted, the October 1966 unemployment rate was 3.5 per cent.

The labour force in October, at 7,519,000 was 340,000, or 4.7 per cent higher than a year earlier. Employment was up 316,000, or 4.5 per cent, during the year.

Unemployment was 24,000 higher than a year earlier.

Between September and October, non-farm employment showed an above-average increase of 55,000, offsetting the usual large seasonal drop in farm employment. This compares with an average September-October increase of 20,000 during the past five years.

The September-October increase in non-farm employment was concentrated in trade and manufacturing. In all other non-farm industries, employment levels remained virtually unchanged.

From October 1965, non-farm employment was up 387,000, or 6.1 per cent, the largest gains being in manufacturing, community, business and personal service, and in trade. Farm employment, at 561,000, was 71,000 lower than a year earlier.

In Ontario, Quebec and British Columbia, employment levels were noticeably higher than a year ago. In the Atlantic and Prairie regions, the year-to-year employment gains were relatively small.

Unemployment decreased by an estimated 10,000 to 195,000 between September and October. In comparison, the change in unemployment over the past five years has varied from an increase of 40,000 to a decrease of 5,000. The October estimate was 24,000 higher than a year earlier.

About three quarters, or 144,000 of the total number of unemployed had been out of work for three months or less. Some 24,000 had been seeking work for from four to six months, and 27,000 for seven months or more.

This review, including the classification of labour market areas and the table on labour statistics, has been prepared by the Manpower Information and Analysis Branch, Department of Manpower and Immigration. NOTE: Beginning September 1, 1966, there have been procedural changes that affect registration data which form the basis for classification of areas. This grouping system is not therefore, comparable with that of a year ago.

Labour Market Conditions

Labour Market Areas	*Labour Surplus*				*Approximate Balance*		*Labour Shortage*	
	Group 1		*Group 2*		*Group 3*		*Group 4*	
	October 1966	*October 1965*	*October 1966*	*October 1965*	*October 1966*	*October 1965*	*October 1966*	*October 1965*
Metropolitan	—	—	3	—	9	12	—	—
Major Industrial	—	—	12	5	13	21	1	—
Major Agricultural	—	—	1	2	13	12	—	—
Minor	—	—	14	6	39	46	5	6
Total	—	—	30	13	74	91	6	6

Classification of Labour Market Areas–October

	Substantial Labour Surplus	*Moderate Labour Surplus*	*Approximate Balance*	*Labour Shortage*
	Group 1	*Group 2*	*Group 3*	*Group 4*
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec-Levis ST. JOHN'S← Vancouver-Abbotsford-New Westminster	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000–75,000; 60 per cent or more in non-agricultural activity)		Corner Brook GRANBY–FARNHAM–COWANSVILLE← Joliette Lac St. Jean MONCTON← New Glasgow →OSHAWA Saint John Shawinigan Sherbrooke Sydney Victoria	Brantford Cornwall Fort William-Port Arthur Guelph Kingston London →NIAGARA PENINSULA Peterborough Rouyn-Val d'Or Sarnia Sudbury Timmins-New Liskeard-Kirkland Lake Trois Rivieres	→KITCHENER
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford-Lac Megantic-St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Batttleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	*Group 3 Concluded* Okanagan Valley Owen Sound Pembroke Portage la Prairie St. Hyacinthe St. Jean ST. THOMAS← Sault Ste. Marie Simcoe Sorel Stratford Summerside Trail-Nelson →VALLEYFIELD Victoriaville WEYBURN← Woodstock, N.B. Yarmouth	Bathurst BRIDGEWATER← CAMPBELLTON← Central Vancouver Island Drummondville Gaspe Kamloops PRINCE GEORGE-QUESNEL← PRINCE RUPERT← Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen TRURO←	Beauharnois Belleville-Trenton Bracebridge Brampton Chilliwack Cranbrook Dauphin →DAWSON CREEK Drumheller Edmunston Fredericton Galt Grand Falls Grande Prairie Kentville Lachute-St. Therese Lindsay Medicine Hat Montmagny →NEWCASTLE North Bay	→GODERICH Listowel Swift Current →WALKERTON WOODSTOCK- → TILLSONBURG

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 57.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(000's)		
TOTAL CIVILIAN LABOUR FORCE*.....(000)	Oct. 15	7,519	0.0	+ 4.7
Employed.....(000)	Oct. 15	7,324	+ 0.2	+ 4.5
Agriculture.....(000)	Oct. 15	561	− 7.0	−11.2
Non-agriculture.....(000)	Oct. 15	6,763	+ 0.8	+ 6.1
Paid workers.....(000)	Oct. 15	6,252	+ 0.4	+ 6.3
At work 35 hours or more.....(000)	Oct. 15	4,041	−33.9	+ 3.1
At work less than 35 hours.....(000)	Oct. 15	3,019	+234.3	+ 5.7
Employed but not at work.....(000)	Oct. 15	264	−11.7	+13.3
Unemployed.....(000)	Oct. 15	195	− 4.9	+14.0
Atlantic.....(000)	Oct. 15	28	+ 3.7	+21.7
Quebec.....(000)	Oct. 15	73	− 2.7	− 2.7
Ontario.....(000)	Oct. 15	50	−13.8	+35.1
Prairie.....(000)	Oct. 15	16	0.0	+23.1
Pacific.....(000)	Oct. 15	28	− 3.5	+21.7
Without work and seeking work.....(000)	Oct. 15	184	− 6.1	+14.3
On temporary layoff up to 30 days.....(000)	Oct. 15	11	+22.2	+10.0
INDUSTRIAL EMPLOYMENT (1961 = 100).....	July	123.5	− 0.7	+ 4.9
Manufacturing employment (1961 = 100).....	July	123.7	− 2.3	+ 4.4
IMMIGRATION.....	1st 9 mos	144,534	—	+33.3
Destined to the labour force.....	1st 9 mos	74,333	—	+33.8
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	October	94	−25.4	+ 8.0
No. of workers involved.....	October	25,006	−84.5	+55.5
Duration in man days.....	October	195,600	−64.5	+21.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	July	$96.53	+ 0.6	+ 6.1
Average hourly earnings (mfg.).....	July	$2.23	0.0	+ 6.7
Average hours worked per week (mfg.).....	July	40.6	− 0.3	− 0.5
Average weekly wages (mfg.).....	July	$90.57	− 0.3	+ 6.1
Consumer price index (1949 = 100).....	October	145.3	+ 0.1	+ 4.3
Index numbers of weekly wages in 1961 dollars (1961 = 100).....	July	108.5	− 0.7	+ 2.1
Total labour income.....000,000.	July	$2,472	− 1.0	+12.4
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100).....	September	279.9	+ 6.5	+ 6.1
Manufacturing.....	September	254.2	+ 7.4	+ 6.4
Durables.....	September	257.9	+13.1	+ 8.0
Non-durables.....	September	251.0	+ 2.8	+ 4.9
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	September	10,149	+20.4	−10.2
Completions.....	September	10,030	− 7.2	−11.7
Under construction.....	September	69,981	− 0.5	−24.0

* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. † Centres of 5,000 population or more.

By the Women's Bureau
Canada Department of Labour

British Women Trade Unionists Discuss Night Work and Part-Time Work

A report* prepared for the 36th Annual Conference of British women trade union representatives deals with various aspects affecting women's work, under some 34 headings. Among others, two items, night work for women and part-time employment, are of special interest in Canada at the present time.

An earlier conference requested the Women's Committee to study all issues involved in night work, and to bring into the open conflicting views on this controversial subject.

Legislation passed in 1920, providing that "no young person or woman shall be employed at night in any industrial undertaking", was amended in 1936 to exempt from responsible managerial positions women who were "not ordinarily engaged in manual work." The Factories Act of 1961 does not specifically mention night work, but it stipulates that employment of women and young persons must not exceed 11 hours a day, and shall not begin earlier than 7 a.m. nor end later than 8 p.m.

Women factory cleaners are not covered by this stipulation. The majority of women who work elsewhere than in factories, are also exempt. Hours worked in non-manual occupations have never been restricted. Consequently night work is prevalent in nursing, certain welfare work, the police force, air services, canteens, and for telephone operators.

There are conflicting opinions about the desirability of restrictive legislation in this matter. Those who favour a flexible attitude maintain that restrictions on hours may be prejudicial to women in employment, and may thwart attempts to achieve equal pay. They believe that a woman should be free to make a choice and should not be subject to restriction by law.

Not Good for Anyone

Although there has been no medical evidence that the physical effects of night work are worse for women than for men, it is admitted that it is not good for anyone. In Sweden, a law forbidding night work for women was repealed and later replaced with legislation prohibiting night work for both men and women except in certain essential services.

Those who favour continuation and extension of the ban to all women workers argue that night work has harmful physical effects—tiredness, greater proneness to accidents, and digestive disorders. They maintain that these effects have a greater impact on women because of the dependence of the family on the woman. A further argument put forward is based on moral grounds, and has to do with the risks that arise when women have to travel to and from work through deserted streets.

The Committee lacked information regarding the number of women actually working at night and the kind of work they were doing. They were equally uninformed about the attitude of the unions and of the women themselves to a projected change in the legislation. Although the Minister of Labour was empowered to grant exemptions from restrictions under certain circumstances, and the granting of such exemptions was publicized, there was no accurate information about the number of women actually working at night.

Since it had been announced that the Ministry of Labour would be undertaking case studies on employment restrictions covering women and young persons and their effect on productivity, the Women's Committee deferred further study on the subject.

The study of changing patterns in women's employment drew attention to the growing importance of part-time work. Except in the manufacturing industries, where a periodic survey has been made for some years, and in the public service, there was no accurate source of information on the extent of part-time work performed.

The Ministry of Labour, drawing on information compiled in the 1961 census, reported the number of part-time women workers as 25 per cent of the "economically active." This represented a 10-per-cent increase since the 1951 census. In Canada, data compiled from the 1961 census indicated that 17.3 per cent of the female wage earners worked "less than 35 hours" per week.†

A list of the occupations with more than 25 per cent part-time workers showed charwomen and cleaners at the top with 84 per cent, followed by waitresses with 58 per cent, and shop assistants with 32 per cent. Among clothing, food, drink, tobacco, laundry and dry cleaning workers, 26 per cent were working on a part-time basis.

The report further indicated that the proportion of part-time workers in a particular occupation was not related directly to the total number of women employed in it. For instance, there were over a million women clerks and cashiers—more than in any other occupation, but the proportion working part time was only 15 per cent. Similarly, only 13 per cent of the typists and 10 per cent of the telephone operators were employed on a part-time basis.

More Study Warranted

It was noted that the information used was five years old; and in one particular instance, that of nurses, recent statistics showed that although part-time nurses made up 20 per cent of the total in 1961, the proportion had increased to 35 per cent by 1964. Thus the continuous growth of part-time work, and prospects for substantial increases in the future, warranted closer attention and study.

Many married women worked part time because they wished to, others did so because suitable full-time work was not available. Some women part-time workers were expected to work harder during the short peak hours than their full-time colleagues. At the same time, they might not be eligible for the same benefits as full-time workers. They might be at a further disadvantage if costs of travel and child care were the same as for full-time workers.

From the trade union point of view, it was more difficult to organize part-time workers than regular employees; and they constituted a threat to the effectiveness of union machinery and to the security and working conditions of those who worked full time.

*Women Workers 1966, Report of the 36th Annual Conference of Representatives of trade unions catering for women workers, Trades Union Congress.

†Women's Bureau Bulletin No. XIX, *Women and Part-time Work in Canada*, October 1966.

By the Civilian Rehabilitation Branch
Department of Manpower and Immigration

Standards for Workshops Developed

About 65 persons from all parts of Canada attended the recent seminar in Toronto sponsored by the Canadian Rehabilitation Council for the Disabled in co-operation with the Canadian Association for Retarded Children, Canadian National Institute for the Blind, Canadian Mental Health Association and the federal and provincial governments. Those who attended were specialists in the field of rehabilitation, and represented voluntary agencies, workshops and governments.

The purpose of the seminar was to study, develop, and approve a set of basic standards for rehabilitation workshops.

The guest speaker was Antonio C. Suazo, Executive Director, National Association of Sheltered Workshops and Homebound Programs, Washington, D.C.

In addition to the development of basic standards, it was hoped that the seminar would reach agreement on a method by which sheltered workshops could most effectively achieve these standards. A discussion of a practical method of certifying those programs that do maintain effective standards was also on the agenda.

Following the adoption of workshop standards, a resolution was approved calling for the setting up of a committee composed of a representative group that would undertake to lay the foundation for a proposed structure for a Canadian organization of sheltered workshops, thus carrying on the work begun at the seminar. The suggestions of the committee were to be presented for consideration to all interested agencies. The committee, to be known as the Canadian Committee on Rehabilitation Workshops, was to carry out this program during the next 12 months, when another meeting would be called to approve or amend the committee's proposals.

At the annual meeting of the Canadian Rehabilitation Council for the Disabled, held in Toronto on October 21, a number of awards were presented.

The Reader's Digest Award was presented to The Edmonton Aphasic Association. The award, which was given for "distinguished service in developing and expanding community rehabilitation services for the handicapped during 1965-66", was presented by R. J. Collins, Associate Editor of the Reader's Digest Association (Canada) Limited. Mrs. Evelyn Unger, the founder of the Edmonton Aphasic Association accepted the award on behalf of the Association.

Spurred on by the needs of her son, who had been diagnosed as 'aphasic', (aphasia is the inability to use or to understand spoken language as a result of defect or damage to the central nervous system), Mrs. Unger sought out other parents whose children had similar difficulties. The result was that in April 1963, the Edmonton Aphasic Association was formed, and in May, the group was accepted as a member of the Alberta Council for Crippled Children and Adults. With the advice and backing of the Council, the Association set to work to establish a school for the children in whom it was interested.

In September 1964, one classroom with 10 pupils was set up in space provided by a United Church in Edmonton. By September 1966, the school had grown to four classrooms, with 40 children attending. The Alberta Council supports the school financially, and the Government of Alberta has recently provided a grant for each child six years of age and over.

At the presentation of the award, R. Bruce Grey, President of the Canadian Rehabilitation Council for the Disabled, explained that this organization had been chosen from among many nominated because it served as an example of what could be accomplished in the field of rehabilitation and education by individuals who, through their efforts, influenced the community.

The award of $500 was accompanied by a framed certificate that acknowledged the work of lay people, interested in this field of special education, for a group of children heretofore deprived of suitable education.

The "Timmy" Award

The "Timmy" Award, established in 1959 by the National Easter Seal Committee, is in the form of a citation. It is presented to an individual who has rendered some outstanding service to disabled children through the Easter Seal Campaign.

The award this year was presented as a combined award to a group made up of Foster Hewitt, Waldo Holden, Ken Soble and Conn Smythe. In 1947 these men, along with Len Hedley, a previous winner of this award, met to see what they could do to aid the annual Easter Seal Campaign. Their combined effort over the last 20 years has produced what has become known across the country as "Timmy's Easter Parade of Stars."

H. H. Popham, Chairman of the National Easter Seal Committee, presented the plaques, which bear the inscription: "Presented by the Canadian Rehabilitation Council for the Disabled in recognition of Distinguished Service to Crippled Children."

The C. W. Taylor Award

The C. W. Taylor award, established to emphasize the important part played by many volunteers across Canada in making a happier life for the crippled child, was presented to David A. Amory, President of Chevrolet Motor Sales Company of Montreal Ltd. This award is not an annual one. It is presented only to a person who, over a period of years, has demonstrated distinguished leadership in developing more adequate services for the handicapped in his own community, in his province and across Canada.

In spite of his various business interests, Mr. Amory has devoted much of his time and effort to promoting services for crippled children. In 1939 he became President of the Province of Quebec Society for Crippled Children, and from 1952 to 1954 he served as President of the Canadian Council for Crippled Children and Adults. In 1953, he was awarded the Coronation Medal by Her Majesty, Queen Elizabeth II, for his work with the Canadian Council for Crippled Children.

Mr. Amory is Past Governor of the School for Crippled Children (now known as the Mackay Center for Deaf and Crippled Children); Governor of the Montreal Children's Hospital; Governor and Past Vice-President of the Reddy Memorial Hospital; and Past Chairman of the Finance Committee of the International Society for Rehabilitation of the Disabled. He is the fourth person to win this award.

By the Section on Older Workers
Civilian Rehabilitation Branch
Department of Manpower and Immigration

Training Methods for Older Workers

Procedures have not yet reached the level of refinement used in the training of children and adolescents, despite the increasing importance attached to adult training, says an OECD report

In spite of the increasing importance attached to adult training by countries belonging to the Organization for Economic Co-operation and Development, methods of training older workers have not yet reached the level of refinement used in the training of children and adolescents says the introduction to a new report issued by the OECD.

This report "Training Methods for Older Workers," written by R. M. Belbin, Ph.D. for the Manpower and Social Affairs Directorate of the OECD, is the subject of the following review:

Utmost Flexibility

"An active manpower policy calls for the utmost flexibility in the use of human resources. Economic and technical development demand individual and group changes not only from one occupation to another, but from one sector to another. To adjust to these changes in occupation, learning and re-learning are essential.

"This report presents a comprehensive survey of current scientific knowledge on the changes in human capacities with advancing age, particularly in regard to learning ability and power of adaptation, and describes the various methods of training which have been used. The findings reflect the growing evidence that learning and training are possible even in the higher age groups, provided that the conditions necessary for such training are established and the methods used are suitably adapted to the ever changing human capabilities and needs."

At present, the very limited amount of experience in this field has given rise to a number of tentative and somewhat contradictory reports about the effectiveness of the training of older adults. The report is therefore designed to bring together the relevant information. It is divided into three chapters and conclusions. The first of these covers the scientific evidence available on the influence of age on learning capabilities; the second chapter gives an account of experiences in the training of older workers; and the third chapter deals with the various methods of training.

Learning Capacity

Chapter 1 discusses the work of experimental psychologists in evaluating adult learning capacity. Experimental studies, starting early in the present century, show that older people can learn even to a fairly advanced age. The choice of materials, however, is very important. Loss in capacity to learn was found to be greatest with experimental "nonsense" materials, and least with materials that had meaning. Also studied were the effects of comprehension, memory, retention, rigidity in unlearning, motivation and intelligence.

Influences that affect older peoples' ability to learn reveal a good deal about how older people work. For example, accuracy is one of their strong points, so that the older worker tends to make fewer errors than the younger worker. In the matter of speed alone, however, the situation is reversed. The older worker should be allowed to work at his own pace, and not at a fixed speed. The importance of how the information is put before the older learner, and the need for careful evaluation of the older workers' abilities, were also brought out.

Many workers change jobs in their middle or later years for a variety of reasons. Those with readily marketable skills usually have little difficulty in finding suitable employment. Others, without these skills, tend to find re-employment in jobs low in skill, status and pay. Training could put the better jobs within reach of this group.

Chapter 2 deals with training experiences under various headings: retraining existing employees, training new employees, retraining of workers following industrial closures, special training schemes for older workers, and training of long-term unemployed.

Although, in industry, attention to the special characteristics and needs of older trainees brings improved results, for scientific purposes the information obtained is insufficient to bring out the principles underlying the most effective training methods.

Three Stages

Evidence must therefore be sought from experimental studies performed under controlled conditions. This is the subject of Chapter 3. The evidence indicates that there are three stages in adult learning:

—discovery: the trainee discovers the facts by active participation;

—understanding: the trainee relates his learning to his previous experiences;

—consolidation: practice and rehearsal.

The complete report is available from the Queen's Printer, Ottawa, or branch stores, under the title *Training Methods for Old Workers*—Report No. 2 in the series, *Employment of Older Workers (OECD)*, at $2 per copy prepaid.

Condensed from "Teamwork in Industry"
Published by the Labour-Management
Consultation Branch
Canada Department of Labour

Five Aspects of Automation Discussed At Area Labour-Management Conference

Five different aspects of automation were discussed at an area labour-management conference in Guelph, Ont., in October. The one-day meeting, jointly sponsored by the Canada Department of Labour, Ontario Department of Labour, Ontario Federation of Labour and nine local and district Labour Councils and Chambers of Commerce, attracted 273 registered labour and management representatives.

The Minister of Labour, Hon. John R. Nicholson, explained at the closing dinner the role of the federal Government in meeting automation. At the morning session Kenneth P. DeWitt, Assistant Director, Labour-Management Consultation Branch, Canada Department of Labour, discussed the role that joint labour-management consultation can play in preparing for automation.

Other speakers were: James W. Singleton, Educational Director, Board of Education, Burlington, who spoke on training; Eamon Park, Toronto, Assistant National Director of the United Steelworkers of America, who discussed the social effects of automation; and Jim McNeal Jr., President, Budd Automotive Canada Ltd., Kitchener, who explained planning for automation.

Major Tool

In his remarks, Mr. Singleton said training progress in the past 10 years had been "startling" in its success, and that there was almost complete approval of training and retraining as a major tool for a healthy, productive society.

Discussing the Federal Technical and Vocational Training Assistance Act and the programs it offered the provinces, Mr. Singleton said, "The outline and original concept of the Act and its subsequent agreements (with the provinces) is one of the most imaginative ventures on the educational scene. . . ." He warned, though, that "artificial barriers" to education and training had to be removed if Canada was to make full use of its manpower resources.

"Educational requirements are being used as job and trade selection devices throughout our society. Artificially high standards are used to 'weed out' the number of applicants. This fact is observable at all levels from the unskilled to the professional."

Key Factor

Mr. Park stated that automation is "a key factor in stimulating rapid economic growth, thus making possible higher living standards for all . . ." but, he added, "it is also true that the introduction of technological change causes great hardships . . . So far, the group in our society that has been called upon to make the greatest adjustments are the working men and women. But the problems inherent in the age of automation are national in scope, and the costs involved must be shared by all segments of society—not foisted on those least able to afford them."

He stated that all groups—labour, management and government—had to share the blame in not preparing well enough for automation, and he urged "that we immediately pursue the various programs needed to make the process of adjustment . . . as painless as possible for the people involved. . . ."

Mr. McNeal described automation as "an attitude toward production," and he noted that, although some of its applications had been "ill conceived," others had produced excellent results, not only in the type and quality of production, but also in the creation of new work areas.

"Both the federal and provincial Governments appear to have done a fine job in preparing for, and coping with, automation and its effects," he said. "Technical and Vocational Training Programs 4 and 5 have resulted in many employees acquiring new skills demanded by automation. . . . This makes sense right down the line; as the employee learns higher skills, he increases his earning power, and the company also benefits from improved operations. . . ."

Innovations

Outlining the federal Government's role, Mr. Nicholson stated that, "to remain competitive in world markets we must use every technological advance in automated equipment, processing, purchasing and marketing available to us, and we must continually encourage our manufacturers to seek quality design."

He added that "innovation, whatever its definition, does involve Government the moment it affects substantial numbers of individual Canadians through loss or change in their employment, and the moment it adversely affects whole communities or substantial segments thereof."

Mr. Nicholson described the various Government programs that are oriented to cushion and use automation—programs operated by the Labour-Management Consultation Branch and the Manpower Consultative Service, together with manpower mobility, technical and vocational training, tax incentives for manufacturers, and grants for industrial research.

Mr. DeWitt pointed out that joint consultation between labour and management did not weaken the rights of either party, but was a most sophisticated way of settling major mutual problems before they reached the grievance or strike stage. He noted that "prior consultation" between labour and management was essential for technological change to be implemented equitably.

The panel findings were mainly concerned with education and training. The consensus was that more technical teachers should be recruited from active work situations in order to keep abreast of modern techniques; that educational authorities should keep in close contact with management and unions to tailor training to actual needs; and that employees should receive advance notice of impending change so that they could be retrained.

Certification and Other Proceedings Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for five days during October. The Board granted 11 applications for certification, rejected five such applications, ordered four representation votes, and granted one application for revocation of certification. During the month, the Board received nine applications for certification and one application for revocation of certification.

Applications for Certification Granted

1. United Steelworkers of America, on behalf of a unit of checkers and clerks employed at Sept-Iles, by Clarke Steamship Company Limited, Montreal, Que. (L.G., Aug. 1966, p. 457).

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Grenier Express Inc., Shawinigan, Que. (L.G., Sept. 1966, p. 522).

3. Dawson Miners' Union, Local 564 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees employed in the Clinton Creek area of the Yukon Territory by Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T. (L.G., Oct. 1966, p. 589).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Dawson Construction (Northern) Limited, Whitehorse, Y.T., employed in the Whitehorse area of the Y.T. (L.G., Nov. 1966, p. 657).

5. Canadian Marine Officers' Union, on behalf of a unit of marine engineers employed by Branch Lines Limited, Sorel, Que. (L.G., Nov. 1966, p. 657-58).

6. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed in the company's Tilbury Island-Victoria and Okanagan Lake barge and ferry services by the Canadian National Railways (Canadian National Barge & Ferry Service) (L.G., Nov. 1966, p. 658).

7. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed aboard the SS *Prince George* by the Canadian National Steamship Company Limited, Vancouver, B.C. (L.G., Nov. 1966, p. 658).

8. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed in the company's British Columbia Lake and River Service by the Canadian Pacific Railway Company (B.C. Lake & River Service—Okanagan Lake) (L.G., Nov. 1966, p. 658).

9. Canadian Marine Officers' Union, on behalf of a unit of marine engineers employed aboard the *Liquilassee* by Porter Shipping Ltd., Toronto, Ont. (L.G., Dec. 1966, p. 740).

10. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C., aboard towboats owned and/or operated by the company (L.G., Dec. 1966, p. 741).

11. Canadian Merchant Service Guild, on behalf of a unit of marine engineers and electricians employed by Northland Shipping (1962) Co. Ltd., Vancouver, B.C. (L.G., Dec. 1966, p. 741).

Applications for Certification Rejected

1. Brotherhood of Locomotive Firemen and Enginemen, applicant, Canadian National Railways, Montreal, Que., respondent, and Brotherhood of Locomotive Engineers, intervener (L.G., Sept. 1966, p. 521). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. *Syndicat national des employés des usines des chemins de fer (CSN)*, applicant, and Canadian Pacific Railway Company, Montreal, Que., respondent (Angus Shops) (L.G., May 1966, p. 237). The following had intervened: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; International Brotherhood of Firemen, Power Plant Operators, Oilers, Helpers, Roundhouse and Railway Shop Employees; Brotherhood of Railway Carmen of America; Division No. 4, Railway Employees' Department; Sheet Metal Workers' International Association; International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers; International Association of Machinists and Aerospace Workers; International Brotherhood of Electrical Workers; Brotherhood of Maintenance of Way Employees; International Molders' and Allied Workers' Union; United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The application was rejected because the proposed bargaining unit applied for by the applicant is not, in the opinion of the Board, appropriate for collective bargaining in the circumstances.

3. United Steelworkers of America, Local 6536, applicant, Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., respondent, and International Union of Mine, Mill and Smelter Workers, intervener (L.G., Dec. 1966, p. 740). The application was rejected because it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

4. Canadian Merchant Service Guild, applicant, British Columbia Ferry Authority, Victoria, B.C., respondent (masters, mates, radio operators) (L.G., Aug., 1966, p. 457). The B.C. Government Employees' Association and the Attorney General of British Columbia had intervened. The application was rejected for the reason that the Board is of the opinion that the Act does not apply to the Crown in right of the province of British Columbia. (Reasons for Judgment) (See No. 5 below).

5. Canadian Merchant Service Guild, applicant, and British Columbia Ferry Authority, Victoria, B.C., respondent (marine engineers, electricians) (L.G., Aug. 1966, p. 457). The B.C. Government Employees' Association, and the Attorney General of British Columbia had intervened. The application was rejected because the Board is of the opinion that the Act does not apply to the Crown in

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

right of the province of British Columbia (Reasons for Judgment issued) (See No. 4 above).

Representation Votes Ordered

1. Canadian Union of Public Employees, applicant, Canadian Broadcasting Corporation, respondent, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, American Newspaper Guild, intervener, and *Syndicat général du cinéma et de la télévision* (*CSN*), intervener (L.G., Sept. 1966, p. 552). The Board directed that the names of the Canadian Union of Public Employees and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada appear on the ballot (Returning Officer: T. B. McRae).

2. Seafarers' International Union of Canada, applicant, and St. Maurice Dredging (1966) Ltd., Notre-Dame de Pierreville, Que., respondent (unlicensed personnel) (L.G., Nov. 1966, p. 657) (Returning Officer: R. L. Fournier).

3. Brotherhood of Locomotive Engineers, applicant, National Harbours Board, Montreal Railway Traffic Dept., Montreal, Que., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Nov. 1966, p. 658). The Board ordered that the names of the applicant and the intervener appear on the ballot (Returning Officer: R. L. Fournier).

4. Transport Drivers, Warehousemen and Helpers' Union Local 106, General Truck Drivers' Union, Local 879, and General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Overnite Express Limited, Hull, Que., respondent, and Canadian Transportation Workers' Union 192, N.C.C.L., intervener (L.G., Nov. 1966, p. 658). The Board ordered a new vote following a request for review and directed that only the names of the applicants would appear on the ballot (Returning Officer: A. F. Tulloch).

Application for Revocation Granted

W. A. McCulloch, *et al.*, applicants, the Cape Breton Projectionists' Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., respondent, and the Hector Broadcasting Co. Ltd., New Glasgow, N.S., respondent (L.G., Oct. 1966, p. 590). The application was for the revocation of the Board's order dated September 27, 1961, certifying the respondent union as bargaining agent for a unit of employees of the respondent company employed at Radio Station CKEC, New Glasgow, N.S. The granting of the application followed a representation vote ordered by the Board.

Applications for Certification Received

1. General Truck Drivers' Union, Local 879, Teamsters, Chauffeurs, Warehousemen and Helpers' Local Union 91, Teamsters, Chauffeurs, Warehousemen and Helpers' Local Union 141, General Truck Drivers' Union Local 938, Transport Drivers, Warehousemen and Helpers' Union Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Finch & Sons Transport Limited, Montreal, Que. (Investigating Officer: S. Emmerson).

2. International Association of Machinists and Aerospace Workers on behalf of a unit of pilots employed by Quebecair, Rimouski, Que. (Investigating Officer: R. L. Fournier).

3. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by North Shore ship-

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

ping Lines Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

4. Truckers, Cartagemen, Construction and Building Material Employees' Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Shorty's Transport Ltd., Edmonton, Alta. (Investigating Officer: J. D. Meredith).

5. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, General Truck Drivers and Helpers, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Northern Industrial Carriers Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

6. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Humphrey Construction Ltd., North Vancouver, B.C. (Clinton Creek, Y.T., Project) (Investigating Officer: D. H. Cameron).

7. Professional Transport Workers' Union of Canada, on behalf of a unit of employees of Veteran Transfer Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

8. Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, on behalf of a unit of employees of the National Harbours Board, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

9. Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, on behalf of a unit of security men employed by the National Harbours Board, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

Applications for Revocation Received

N. Grant and S. T. Hannan, applicants, Canadian Brotherhood of Railway, Transport and General Workers, respondent, and the Canadian National Railways, Montreal, Que., respondent. The application is for the revocation of the Board's order dated June 30, 1952, as amended on June 29, 1965, in respect of a unit of employees of the Canadian National Railways, employed in the office of the Manager of Merchandise Claims, St. Lawrence Region (L.G. 1965, p. 735).

Conciliation and Other Proceedings Before the Minister of Labour

By the Conciliation and Arbitration Branch

During October, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. The Shipping Federation of Canada, Inc., and Locals 1039 and 1764 of the International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

2. Canadian Pacific Railway Company, British Columbia Coast Steamship Service, and Vancouver CPR Shipyard Workers' Union, Local 1522, CLC (Conciliation Officer: D. S. Tysoe).

3. Canadian National Hotels Limited (MacDonald Hotel, Edmonton) and International Union of Operating Engineers, Local 857 (Conciliation Officer: J. D. Meredith).

4. McCabe Grain Company Limited, Edmonton, Alta., and Local 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

5. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Railroad Trainmen (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Island Fertilizers Ltd., Charlottetown, P.E.I., and Labourers' Protective Union, No. 9568 (Conciliation Officer: H. R. Pettigrove) (L.G., Dec. 1966, p. 742).

2. Monarch Transport Ltd., Edmonton, Alta., and Retail Clerks' International Association, Local 401 (Conciliation Officer: J. D. Meredith) (L.G., Nov. 1966, p. 659).

3. Canadian Marconi Company, Montreal, and Salaried Employees' Association (Marconi) (Special Services Division, Field Service Group) (Conciliation Officer: C. E. Poirer) (L.G., Aug. 1966, p. 457).

4. Radio Trois-Rivières Inc. (CHLN) and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., Aug. 1966, p. 458).

Conciliation Boards Appointed

1. Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (Dining Car Service Employees) (no Conciliation Officer previously appointed).

2. CHAB Ltd. (CHAB-TV) Moose Jaw, Sask., and National Association of Broadcast Employees and Technicians (L.G., Dec. 1966, p. 742).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (Dining Car Service Employees) (see above) was fully constituted in October with the appointment of Dr. Louis Fine of Toronto, as Chairman. Dr. Fine was appointed by the Minister in the absence of a joint recommendation from R. V. Hicks, Q.C. and Harry S. Crowe, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between *La Télévision de Québec (Canada) Ltée*, and National Association of Broadcast Employees and Technicians (L.G., Dec. 1966, p. 742) was fully constituted in October with the appointment of the Hon. E.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Marier of Pointe Claire, Que., as Chairman. Mr. Marier was appointed by the Minister in the absence of a joint recommendation from Marcel Belanger of Quebec City and Claude Trudel of Montreal, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in September to deal with a dispute between *Rod Service Ltée,* Montreal, and *Le Syndicat National des Employés de Rod Service* (*CSN*) (L.G., Dec. 1966, p. 742) was fully constituted in October with the appointment of the Hon. P. A. Badeaux of Montreal, as Chairman. Mr. Badeaux was appointed by the Minister in the absence of a joint recommendation from Marius Bergeron and Jean-Robert Gauthier, both of Montreal, nominees of the company and union, respectively.

4. The Board of Conciliation and Investigation established in September to deal with a dispute between Consolidated Aviation Fueling and Services Limited, Montreal, and Lodge 869 of the International Association of Machinists and Aerospace Workers (L.G., Dec. 1966, p. 742 was fully constituted in October with the appointment of Judge Armand Sylvestre of Montreal, as Chairman. Judge Sylvestre was appointed by the Minister in the absence of a joint recommendation from H. McD. Sparks and Raymond Boulet, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Board Reports Received

1. Air Canada, and International Association of Machinists and Aerospace Workers, Lodges 714 and 1751 (L.G., Dec. 1966, p. 742).

2. United Press International of Canada, Ltd., and The Canadian Wire Service Guild, Local 213 of the American Newspaper Guild (L.G., Nov. 1966, p. 659).

Board Report of Settlement

Baton Broadcasting Limited, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (L.G., Aug. 1966, p. 458).

Settlement After Strike Action

Dominion Auto Transit Company Limited (Windsor and Chatham terminals) and Dominion Auto Carriers Limited (Oakville terminal) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. 1966, p. 742).

Disputes Lapsed

1. Brewster Transport Company Ltd., Banff, Alta., and Division 1374, Amalgamated Transit Union (L.G., Oct. 1966, p. 591).

2. North Canada Air Limited, Prince Albert, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Aug. 1966, p. 458).

Wage Schedules in October

During October, the Department of Labour prepared 330 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 180 contracts in these categories were awarded. In addition, 115 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	126	$ 1,243,004.00
Post Office	33	509,493.42
Royal Canadian Mounted Police	1	3,905.00
Transport	1	3,441.02

Also in October, the sum of $10,547.85 was collected from 22 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 470 workers concerned.

Insurance Registrations And Other UIC Statistics

On September 30, insurance books or contribution cards had been issued to 4,934,191 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 345,598, an increase of 628 since August 31.

Enforcement Statistics

During September, 9,557 investigations were conducted by enforcement officers across Canada. Of these, 6,662 were spot checks of claims to verify the fulfilment of statutory conditions, and 1,053 were miscellaneous investigations. The remaining 1,842 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 312 cases, 102 against employers and 210 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 556.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled $34,981,469.09, compared with $36,046,963.82 in August and $32,957,-684.05 in September 1965.

Benefits paid in September totalled $12,264,891.19, compared with $11,-821,420.49 in August and $11,501,411.94 in September 1965.

The balance in the Fund on September 30 was $225,890,402.05, on August 31 it was $203,173,824.15, and on September 30, 1965 it was $102,913,044.68.

Laval University convention

The value of the strike as a means of collective action by workers to gain recognition of their demands was one of the subjects of discussion at a Convention on Quebec Affairs at Laval University last November 9, 10 and 11. Students from the University's Faculty of Law and the Industrial Relations Department invited several eminent persons to participate in the discussions.

The general conclusion that emerged from the discussions was that in North America, strike action still remains "an essential element of economic and social life." The conference suggested, however, that it be adapted to the numerous changes that have occurred over the past few years in economic and social fields.

*These do not necessarily relate to the investigations conducted during this period.

By the Legislation Branch
Canada Department of Labour

Legal Decisions Affecting Labour

Ontario Court of Appeal rules that, in certifying a union, the Canada Labour Relations Board acted within its jurisdiction and observed the principle of natural justice

Alberta Supreme Court upholds a certification order and rules *certiorari* not applicable

British Columbia Supreme Court refuses injunction to restrain picketing on the ground that a contractor has no status to apply for injunction

On July 7, 1966, the Ontario Court of Appeal allowed an appeal from a decision of Mr. Justice Jessup of the Ontario High Court quashing a certification order. The Court of Appeal ruled that, in certifying a union, the Canada Labour Relations Board acted within its jurisdiction and observed the rule of natural justice, which, in the case at bar, demanded that the persons to be included in the proposed bargaining unit should know that the application for certification had been made, that they should be given an opportunity to state their case if they so desired, and that the Board should act in good faith.

Summary of Facts

Before compulsory collective bargaining legislation became effective in Canada in 1944, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had, through voluntary negotiation, concluded agreements with the CPR in respect of the clerical staff in various station, freight and yard offices and freight sheds across Canada. After such legislation became operative, it obtained 18 certification orders covering clerical employees in general offices of the CPR and collective agreements were negotiated in each of these cases. At the time of the application for certification that led to the proceedings before the courts, the brotherhood and the CPR were parties to 40 collective agreements that brought together under a master agreement about 7,200 employees.

In June 1963, the brotherhood brought forward its comprehensive application for certification, proposing the establishment of a bargaining unit covering all clerical employees of the CPR in stations, offices and general workshops across Canada. The proposed unit would include the employees already covered by subsisting agreements (about 7,200 employees), and in addition those not previously included, who numbered around 3,200. Letters of objection to the proposed unit were sent to the Canada Labour Relations Board by some of the latter group of employees representing a total just short of 1,700 persons.

The Board's answers to these petitions constituted an invitation to the groups of railway employees who were objecting to being included in the proposed new unit, to apply to the Board to intervene. None of these persons or groups availed themselves of this invitation, although they constituted more than half of the employees being sought for inclusion in the bargaining unit. The Board sent the letters to the first person who signed the petition in each case, on the assumption that the recipient would communicate the contents to the other petitioners.

On June 7, 1965, the Board, after a hearing at which none of the petitioners were represented, certified the brotherhood as a bargaining agent for a new bargaining unit as requested, comprising approximately 10,309 employees. Of these, some 7,300 were found to be members of the brotherhood.

Order Quashed

The certification order was challenged in *certiorari* proceedings. On March 9, 1966, Mr. Justice Jessup of the Ontario High Court quashed the order on the ground that, in determining the appropriateness of a bargaining unit under Section 9(1) of the federal Industrial Relations and Disputes Investigation Act, the Board did not observe natural justice nor, in particular, the principle of *audi alteram partem*. Mr. Justice Jessup held that any employee who might be included in a determined bargaining unit was a party whose rights were affected. Accordingly, in a situation where an employee who had signed a petition objecting to a union's being his bargaining agent did not have notice of the union's application, and was not given the opportunity to be heard, the Board's certification order should be quashed (*Regina v. Canada Labour Relations Board et al., Ex parte Martin et al.* (1966) 56 D.L.R. (2nd) p. 491; 66 CLLC, para. 14,127).

The Board and the union appealed Mr. Justice Jessup's decision.

Certification Order Restored

On appeal, Mr. Justice Laskin, in his reasons for judgment, held that the case at bar could not be reviewed on *cer-*

tiorari because there was no excess, or loss or declining of jurisdiction on the part of the Canada Labour Relations Board. If the proceedings in the courts had been by way of general appeal, Mr. Justice Laskin would have been inclined to set aside the certification order because, in his view, the Board showed poor judgment in exercising its discretion under the governing statute and its governing rules. But *certiorari* proceedings are not appeals; and the fact that the Board acted unwisely by failing to instruct the employer to post copies of the application for certification in its various offices across Canada, does not mean it acted without or beyond its jurisdiction. He stated that a court should not translate into a question of jurisdiction its objections to the manner in which the Board has exercised the powers granted by the Legislature.

Regarding the issue of natural justice that the Board was bound to observe even though it was given by the statute a very wide discretion in the exercise of its powers, the Court of Appeal held that in the case at bar the requirements of natural justice demanded that the persons concerned should know of the application that was being made to include them in a bargaining unit; that they should be given an opportunity to state their case if they so desired; and that the Board should act in good faith.

The court held that, under the rules of procedure of the Board, the petitioners were not entitled as of right to previous notice. It was obvious, however, from the form of the petitions they sent to the Board, that they were acquainted with the purpose of the application for certification. Furthermore, if the petitioners had availed themselves of the Board's invitation to intervene, they would formally have become interested parties to the application, and as such entitled to official notice thereof. Thus, the petitioners had ample opportunity to assert a claim to participate in the certification proceedings. But they failed to do so; and therefore the alleged violation of natural justice by the Board could not be accepted.

The Court of Appeal set aside the decision of Mr. Justice Jessup and restored the Board's certification order.

Regina ex rel. L.R.B. (Can.) et al. v. Martin et al. and Canadian Pacific Railway Company, 66 CLLC, para. 14,144.

ALBERTA

On June 8, 1966, Mr. Justice Dechene of the Alberta Supreme Court dismissed an application for *certiorari* and upheld a certification order issued by the Alberta Board of Industrial Relations on the ground that, although the decision of the Board was based on an erroneous interpretation of the union's constitution, such an error was not a case involving error of law on the face of the record, or any excess or want of jurisdiction that would justify quashing the certification order on *certiorari.*

Certification Order

On August 10, 1965, the Alberta Board of Industrial Relations certified the Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local 414, Edmonton, as the bargaining agent of a unit of employees of Stedelbauer Chevrolet Oldsmobile Ltd., consisting of "all the employees of the company, with the exception of office workers, salesmen and supervisory personnel."

Certiorari to Quash

The company applied for an order of *certiorari* to quash the decision of the Board on the following grounds:

—failure to inquire properly into the question of whether the union was in fact a proper bargaining agent, having regard to the constitution and bylaws of the union;

—failure to determine whether or not the employees of the company, for whom application for certification was made, were entitled under the constition and bylaws of the union to be members;

—grant of certification was made without requiring a vote of the employees, when the evidence disclosed that the employees had paid an initiation fee of only $1, when in fact the union constitution called for an initiation fee of a greater amount of money; and that no proper dispensation was obtained from the international constitution; and

—grant of certification was made to the Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, when in fact an application for certification was made by the Sheet Metal Workers' International Association, Local 414, and when there was no evidence before the Board that the said Sheet Metal Workers' International Association, Local 414, had changed its name.

Mr. Justice Dechene noted in his reasons for judgment that the company's argument rested mainly on the following points: The union had no jurisdiction to accept the company's employees among its members because:

—they were all employed as mechanics and not as body repair men;

—the employees did not pay the dues required by the constitution of the union;

—all the employees were paid on a "flat rate or piece work" system; and

—the name of the union had been changed.

Regarding the issue of whether the certified union was in fact a proper bargaining agent, and whether it could accept the company's employees among its members, having regard to the constitution and by-laws of the union, a reference was made to the power of the general president of the Sheet Metal Workers' International Association as defined in Art. 3, Section 1 of the union constitution which reads, in part, as follows:

> The General President shall preside at all meetings and conventions of this Association and at meetings of the General Executive Council. He shall preserve order, and in all cases where the vote is equally divided in a convention or meeting of the General Executive Council, he shall cast the deciding vote. He shall enforce all laws of the Association, decide all questions of order and usage, interpret and decide all points of law and controversies, and decide all constitutional questions.

Art. 3, Section 2(g) of the constitution reads, in part, as follows:

> The General President shall have full authority to specify, designate or change the specific territory and classes of work over which each local union or district council shall exercise jurisdiction, to organize and charter additional local unions or district councils in accordance with this constitution, and to determine the specific territory and classes of work over which newly chartered locals or district councils shall have jurisdiction.

The general president of the Sheet Metal Workers' International Association wrote on January 29, 1965, the following letter to Raymond A. Gall, international organizer at Edmonton:

> Please be advised that you have my permission under Article 10, Section 2(e) of the International Association's constitution to organize auto body workers, motor mechanics and other allied production workers in the Province of Alberta, and that all such persons are eligible for membership upon application and the payment of the initiation fee which, pursuant to the said section, is hereby set at $1.

Board in Error

In the opinion of Mr. Justice Dechene the Board's decision was wrong. The

general president's authority to "interpret and decide all points of law and controversies and decide all constitutional questions" (Art. 3, Section 1 of the union's constitution above cited) could not reasonably be wide enough to include an altogether different class of workers than that which was originally covered by the constitution. Moreover, on the evidence, the company in the case at bar did not have a single employee who could be classified within the terms of the union's written constitution.

In the opinion of Mr. Justice Dechene, if the court proceedings were in the nature of an appeal, the court would find in favour of the applicant because the Board had erred in its determination. But the application at bar was by way of *certiorari* and to succeed on *certiorari* the company needed to show either lack of jurisdiction, breach of natural justice, or an error on the face of the record.

Reviewability on Certiorari

Mr. Justice Dechene noted that the Board had been entrusted by the Act with jurisdiction that included the jurisdiction to determine the existence of a fact that was "a condition precedent to the exercise of jurisdiction." The fact to be decided in the case at bar was that "the applicant union had as members a majority of employees." In *International Brotherhood of Elec. Workers Local 213 and Labour Relations Board (B.C.)* (L.G. 1955, p. 83) and in *re Bakery & Confectionary Workers International Union of Amer. Local 468* (L.G. 1950, p. 703) Mr. Justice Whittaker, in applying the B.C. Act, took the position that a court should not interfere with a board's statutory duty to make findings of fact, even when it disagrees with those facts that thereafter become the basis for the board's jurisdiction. The British Columbia legislation applied in these two cases, provided that certification of a trade union could be granted under two methods:

—by satisfying the board that the trade union applying for certification had, as members in good standing, a majority of the employees in the unit; or
—if in doubt on that question, a vote of the employees might be ordered.

In the case at bar, there was a third ground of certification, under Section 63 of the Alberta Labour Act, that enabled a majority of the employees in a unit to select a bargaining agent. These employees must be members in good standing according to the constitution and bylaws of the applicant, or they must have applied for membership and paid the initiation fee not longer than three months before the application was made. The record, in the case at bar, showed that application for membership, and presumably payment of the fee, took place one week before the application to the Board.

Another ground for the application to quash the decision of the Board rested on the allegation that the employees did not pay the dues required by the constitution. They paid an initiation fee of $1, pursuant to the general president's letter of January 29, 1965. The union constitution provides a fee of $15 during the first 90 days after the issue of a charter, and $25 thereafter; but it also provides by Art. 10, Sec. 2(e) that the general president may, in peculiar conditions, authorize a lesser amount "for a specified purpose and for a specified period of time." Mr. Justice Dechene noted that no purpose or time were specified, and that he would not have accepted such a letter. However, the Board was obviously "satisfied" within the meaning of the Act, and therefore the court could not interfere.

Another ground for the application for *certiorari* was based on the fact that all the employees were paid "on a flat rate or piece work" system.

Art. 16, Sec. 1(c) of the international constitution stated, as follows:

> " . . . and no person compensated on a lump sum, piece work or other basis, which is not in accordance with the wage scales and working conditions established by this association and the local unions and councils affiliated therewith, shall be eligible to make application for membership or be accepted or continued as a member of this Association . . ."

This provision presupposes an existing union with wage scales and working conditions previously negotiated. The union's position was that those were precisely the reasons why the union was being organized, and both the Board and Mr. Justice Dechene found this answer acceptable.

Finally, the company's argument dealt with a change in the name of the local unit, from the time of the grant of the charter. On March 10, 1965, the general secretary-treasurer wrote to the international organizer in Edmonton, giving official notification that the appropriate name of the newly chartered local union was "Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local No. 414." Yet, the application for certification on June 21, 1965, was made on behalf of "Sheet Metal Workers' International Association, Local 414."

The Board's file and the correspondence used both names at various times. The order of certification dated August 10, 1965, used the name prescribed by the general secretary-treasurer. In the opinion of Mr. Justice Dechene, the inclusion in the name of the words "Auto Body, Motor Mechanics" was not authorized by the union constitution and gave a wrong impression. Yet, in his view, the Board had been "satisfied," and unless conditions could be shown that justified a writ of *certiorari,* the court was powerless to interfere.

Certiorari not Applicable

Mr. Justice Dechene stated that *certiorari* was available to correct errors of law on the face of the records. In the case at bar, if the Board erred, such errors were mistakes of fact, consequently *certiorari* was not available.

Mr. Justice Dechene dismissed the application for *certiorari* and upheld the certification order.

Re Alberta Act, Stedelbauer Chevrolet Oldsmobile Ltd. v. Board of Industrial Relations of Alberta and Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local No. 414, (1966) 56 WWR, Part 12, p. 747; 66 CLLC, para. 14,140.

BRITISH COLUMBIA

On June 2, 1966, Mr. Justice Kirke Smith of the British Columbia Supreme Court dismissed a motion for an interim injunction to restrain peaceful picketing by school employees in support of a legal strike, on the ground that the plaintiff, who was a contractor employed by a School Board to extend and modify premises owned by the Board, had no status to apply for an injunction, since he had no proprietary interest in the land and premises in question.

Summary of Facts

Local 389 of the Canadian Union of Public Employees was on strike against the Corporation of the City and District of North Vancouver, the North Shore Union Board of Health, and the Board of School Trustees, School District 44 (North Vancouver). The strike was legal and the picketing was conducted in a peaceful and orderly manner.

The School Board employed a contractor to extend and modify premises owned by the Board and occupied by a school. There was only one access road to the existing school buildings and the additions under construction. Some school employees picketed the entrance to this access road with the result, unintended, that the members of the Carpenters' Union employed by the con-

tractor and members of other unions employed by subcontractors, refused to report for work.

Motion for Injunction

The contractor brought a motion for an interim injunction to restrain the picketing. The plaintiff contended that, although the strike might have been legal, the picketing was illegal as contravening the provisions of Section 3(2)(c) of the B.C. Trade-unions Act. He pointed out the difference in wording between Section 3(1)(c) permitting a legally striking union to picket to persuade anyone not to do business with "the employer," and Section 3(2)(c) forbidding persuasion directed towards the doing of business with "any person." The plaintiff claimed to be such a person. Because the picketing had resulted in his employees and sub-trades not doing, or refusing to do, business with him, it was therefore illegal.

Status Lacking

In the opinion of Mr. Justice Kirke Smith, the contractor had no status to apply for an injunction, as he had no proprietary interest in the land and premises in question. These were all owned by, and under the control of the School Board. The plaintiff's right as a contractor to go on the land gave him no interest that would enable him to say that his business, as that word is used in the Trade-unions Act, was affected. Whatever damage there was flowed, not from any intentional or tortious act by the union, but because the contractor happened to be doing work on the premises and property of an employer whose striking employees had a perfect right by statute to peacefully picket in the location chosen by them. Such coincidental and unintentional damage did not warrant the Court's interference by injunction in the right to strike and the collateral right to picket peacefully, as those rights are defined by statute.

Motion for Injunction Dismissed

The motion for injunction was dismissed. *Gadicke Construction Co. Ltd. v. Canadian Union of Public Employees, Local 398 et al.* (1966) 56 WWR, Part 11, p. 701; 66 CLLC, para. 14,142.

Recent Regulations under Provincial Legislation

Quebec raises general minimum wage rates

British Columbia issues new certification rules for five trades

Ontario Labour Relations Board reviews its Rules of Procedure

In Quebec, amendments to the general minimum wage order raised the minimum wage to $1 an hour in Metropolitan Montreal, and to 90 cents elsewhere in the province, effective November 1, 1966, with provision for further increases on April 1, 1967.

In British Columbia, new regulations were issued under the Apprenticeship and Tradesmen's Qualification Act respecting certificates of proficiency in the millwright, domestic radio and television servicing, plumbing, steam fitting and pipe fitting, and sprinkler fitting trades.

New regulations under the Manitoba Workmen's Compensation Act make full-time fire-fighters eligible for compensation if they suffer a heart attack or a lung injury in the course of their duties.

New Rules of Procedure were issued by the Ontario Labour Relations Board.

Alberta issued new apprenticeship regulations for tile setters.

ALBERTA

Apprenticeship Act

The Alberta Provincial Apprenticeship Board has issued special regulations for apprentices in the trade of tile setter. Previously, apprentices in this trade were subject to the same rules as apprentices in the trades of bricklayer, mason and terrazzo worker, but in 1964, it was listed as a separate trade when the schedule of designated trades was revised.

The minimum age for apprentices is 16, but no upper age limit is set. Previously, preference was given to persons under 24 years of age.

The minimum educational requirement is Grade 9, or its equivalent, instead of Grade 8, but a person with less education may be accepted if he is recommended by a local advisory committee and passes the prescribed examination.

The term of apprenticeship comprises four periods of 12 months each. Each period consists of at least 1,800 hours of employment, including time spent attending prescribed technical courses.

The ratio of apprentices to journeyman remains one to three.

The minimum starting rate for apprentice tile setters is now 55 per cent of the prevailing journeyman's rate. This must be increased to 65 per cent during the second period, to 75 per cent the third, and to 85 per cent in the fourth period of the apprenticeship.

Gas Protection Act

The latest edition of the Canadian Standards Association's Code for gas burning appliances (B. 149-1966) was adopted, with a few changes, as regulations under the Alberta Gas Protection Act, instead of the earlier edition previously used.

The new provisions were gazetted on August 15 as Alta. Reg 259/66 and 260/66 and went into force September 1.

BRITISH COLUMBIA

Apprenticeship and Tradesmen's Qualification Act

In British Columbia, new regulations have been issued under the Apprenticeship and Tradesmen's Qualification Act respecting certificates of proficiency in the millwright, domestic radio and television servicing, plumbing, steam fitting and pipe fitting, and sprinkler fitting trades.

To qualify for a certificate of proficiency in any of the five trades referred to above, an applicant must submit proof of having completed a period of qualifying time of at least 8,000 hours and must pass the prescribed examination. Until February 28, 1967, however, a person currently employed in the lumber industry, who is paid as a journeyman millwright, may apply for examination even though he does not have the required experience.

Holders of certificates of apprenticeship issued by the Province of British Columbia or any province participating in the Federal-Provincial Apprenticeship Agreement may, upon payment of the prescribed fee, be issued a certificate of proficiency in any of these trades without examination.

Commencing January 9, 1967, certificates of proficiency will be compulsory in certain parts of the province for tradesmen in four trades—domestic radio and television servicing, plumbing, sprinkler fitting, and steam fitting and pipe fitting. The only exceptions will be registered apprentices, persons employed during a probationary period, and persons employed under special permits from the Minister or the Director of Apprenticeship.

Certificates of proficiency will be compulsory in the domestic radio and television servicing trade in specified areas of Vancouver Island including Nanaimo, Esquimalt and Victoria. In the plumbing, sprinkler fitting, and steam fitting and pipe fitting trades, the new requirement will apply on Vancouver Island and in specified parts of the Lower Mainland area, including Vancouver.

The regulations were gazetted on October 13 as B.C. Reg. 197/66 to 201/66. Previous regulations for the radio, television and electronics trade were rescinded.

Factories Act

Regulations respecting elevating devices, the first to be issued under the revised Factories Act passed at the last session of the British Columbia Legislature, were gazetted on October 13 as B.C. Reg. 206/66 and went into force on January 1, 1967.

The latest edition of the Canadian Standard's Association Code for Elevators, Dumb Waiters and Escalators (B44-1966) has been adopted as regulations under the Act and made applicable to all elevating devices, effective January 1, 1967.

The regulations also set out requirements for certain elevating devices, including the submission of drawings and specifications of new installations or major alterations, specifications of inspections and tests to be carried out by departmental inspectors and by owners, and the licensing of elevating devices. There are also special provisions governing belt lifts.

Any manually-operated passenger elevator must be in charge of a licensed operator. A person applying for an elevator operator's licence must be at least 18 years of age.

MANITOBA

Workmen's Compensation Act

New regulations issued by the Manitoba Workmen's Compensation Board make full-time fire-fighters eligible for compensation if they suffer a heart attack or a lung injury in the course of their employment.

If the following conditions are met, a heart attack suffered by a full-time municipal fire-fighter while actually engaged in the fighting of a fire or in prescribed training involving substantial physical, mental or nervous strain, is now to be deemed to have been suffered in the course of his employment, unless the contrary is proved:

(a) the fire-fighter had been in continuous service as a member of the department during the preceding two years; and

(b) at the time of entering the service, he had undergone a physical examination, including an examination of the circulatory system, and had been approved for service as a fire-fighter.

A fire-fighter is not disqualified for benefit under this regulation by reason of having suffered a previous heart attack, whether compensable or not, if he was thereafter medically certified to be fit for service.

A fire-fighter who becomes disabled by reason of lung injury is, unless the contrary is proved, deemed to have incurred the disability in the course of his employment, if the type of lung injury is generally accepted in medical opinion as resulting from the inhalation of smoke, gases or fumes, or any two or more of these causes.

Disability due to inhalation of carbon monoxide is deemed to have been incurred in the course of employment, only if a medical ruling of disability due to carbon monoxide poisoning is made within 48 hours of exposure.

The new regulation was gazetted as Man. Reg. 98/66 on October 15.

ONTARIO

Labour Relations Act

New Rules of Procedure made by the Ontario Labour Relations Board were gazetted as O. Reg. 264/66 on September 10 and went into force on September 1, the same day as Sections 1 to 36 and 38 and 40 of the Labour Relations Amendment Act, 1966.

Some of the changes in the Rules of Procedure resulted from 1966 amendments to the Act such as those providing for the certification of a council of trade unions and empowering the Labour Relations Board to deal directly with jurisdictional disputes.

One new rule provides that, if a council of trade unions applies for certification, it must, at the same time, file the documents upon which it intends to rely to satisfy the Board that each of its constituent unions has vested appropriate authority in the council to enable it to discharge the responsibilities of a bargaining agent.

Under the new procedures with respect to jurisdictional disputes, a complainant or any person served with a notice of application must file the following with his reply:

(a) any union constitution;

(b) any collective agreement;

(c) any agreement or understanding between trade unions as to their respective jurisdictions on work assignment;

(d) any agreement or understanding between a trade union and an employer as to work assignment; and

(e) any decision of any tribunal respecting work assignment.

In addition, such a person must file any other document relating to the work in dispute upon which he proposes to rely to support his case, as well as a

statement as to any area or trade practic relating to the work in dispute, and pictures, diagrams or drawings of the disputed work.

If a strike is imminent or is already taking place because of a disagreement over work assignment, a request to the Board for an interim order respecting work assignment or for cease and desist directions may be made by telegram.

As before, there are special rules for the construction industry.

QUEBEC

Minimum Wage Act

General minimum wage order (No. 4, 1965) has been amended, increasing minimum rates by 10 and 15 cents an hour effective November 1, with provision for further increases on April 1, 1967.

The general minimum is now $1 an hour in Zone I, which comprises Metropolitan Montreal (The Island of Montreal, Île Jésus, Île Bizard and the Chambly and Taillon electoral districts). In Zone II, which takes in the rest of the province, the minimum wage is now 90 cents an hour.

On April 1, 1967, the general minimum will be increased to the levels recommended by the Minimum Wage Commission in October 1965 when rates were last revised, that is, to $1.05 an hour in Zone I and to $1 an hour in Zone II.

Lower minimums are again payable for a period of 60 working days to persons on probation. The new rates for probationers are 85 cents an hour in Zone I, and 80 cents in Zone II. These rates are to be increased by 10 cents on April 1, 1967.

Minimums for employees under 18 years of age have been increased by 10 cents an hour to 75 cents an hour in Zone I, and to 70 cents in Zone II. On April 1, 1967, these rates will be increased to 85 cents and 80 cents, respectively.

Weekly minimums are again set for watchmen provided with free lodgings. Rates for these employees have been increased by $5 to $50 a week in Zone I, and $45 in Zone II, with provisions for for further $5-increases next April.

The amending order was approved by O.C. 1848 on October 19 and was gazetted October 29.

Women's Engineering Society plans conference in Britain

Women scientists from five continents are planning to convene in Cambridge, England, July 1 to 9, 1967, for the Second International Conference of Women Engineers and Scientists, sponsored by the Women's Engineering Society, London. The first conference was held under sponsorship of the Society of Women Engineers (U.S.) in New York in 1964.

Supporting the sponsors will be professional associations of women engineers and scientists from France, Japan, the Philippines and the United States.

Technical sessions, of which 10 are scheduled, on the theme, "Enough for Everyone—The Application of Technology to World Food Problems," will include papers by representatives from Britain, Brazil, Ghana, Hong Kong, Iran, Japan, Nigeria, the Philippines, U.S.A., U.S.S.R., India, Italy, France, Scotland and Canada.

"The Woman Professional Engineer" is on the agenda for discussion in the course of the sociological sessions, which will be opened by Mrs. J. R. Webb of the U.S.A., who is collecting world-wide statistics on women in engineering.

Technical Note to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. An application for employment is completed—again, either in person or by mail—for a Canada Manpower Centre and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for Unemployment Insurance benefit is filed with the local office. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks either by mail or directly to the nearest local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new employment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Average Weekly Wages and Salaries" (Employment Section, Labour Division, DBS). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

*When the "Training Allowance Act—1966" becomes operative, the benefit period may be as long as three years.

By Unemployment Insurance and Pensions Section
Labour Division, Dominion Bureau of Statistics

Month-end Claimants up 5 Per Cent From Total a Year Ago

Approximately 165,000 claimants reported to local offices at the end of September, a 5-per-cent increase from the 157,000 reporting at the same time last year, but almost 12 per cent, or 22,000, less than at the end of August.

Males, who over the past five years averaged about 60 per cent of September month-end claimants, accounted for more than 80 per cent of the month-to-month decline. Compared with a year ago, the percentage of males among month-end claimants was unchanged; and as this suggests, males and females contributed proportionally to the increase.

Approximately 116,000, or 70 per cent of all claimants were on claim for 13 weeks or less, but of these, slightly more than 60 per cent were on claim for a month or less. Women accounted for half of all persons on claim for 14 weeks or more, but less than 40 per cent of those on claim for less than 14 weeks.

Three quarters of the year-to-year increase occurred in British Columbia, with virtually all the change in that province taking place among males. An increased number of claimants were recorded in all provinces except Nova Scotia and the Prairie Provinces.

The following table presents in summary form, data concerning the more important elements arising from the operation of the Unemployment Insurance Act.

Summary Table

Activity	*Sept.*	*Aug.*	*Sept.*	*Cumulative Data 1966*	
	1966	*1966*	*1965*	*Jan. to Sept.*	*12 months ending Sept.*
			(000's)		
Insured population as at month-end	—	4,536	4,287	—	—
Initial and renewal claims filed:					
Total	73	84	72	1,057	1,554
Initial	52	63	48	801	1,174
Renewal	21	21	24	256	380
Claimants currently reporting at local offices	165	187	157	322*	311*
Beneficiaries (weekly average)	122	114	116	269*	239*
Weeks compensated	513	501	488	10,029	11,857
Benefit paid	$12,265	11,821	11,501	246,252	290,273
Average weekly benefits	$ 23.93	23.60	23.55	25.81	24.48

* Monthly average.

Beneficiaries and Benefit Payments

It is estimated that, each week during the month of September, about 122,000 beneficiaries were receiving an average of $23.93 each week, or a total of $12.3 million during the month. Last year, there were 116,300 beneficiaries to whom a total of $11.5 million was paid, or an average weekly payment of $23.55. Comparable data for last month show 113,800 beneficiaries receiving $11.8 million, or an average weekly payment of $23.60.

Initial and Renewal Claims

Initial and renewal claims filed in local offices across Canada during September numbered 73,000, virtually unchanged from the same period a year ago, but representing a decline of more than 10,000, or 13 per cent, from August 1966. Almost 95 per cent of the cases were on behalf of persons separating from employment during the month; the balance was from persons whose benefit rights terminated and who were seeking re-establishment of credits. This is identical with conditions at this same time last year, when 95 per cent of the claims emanated from new cases of unemployment.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2587

The claimant filed a renewal claim for benefit effective the week of December 27, 1964. Benefit was paid for the weeks commencing December 27, 1964, and January 3, 1965. The claimant returned to work January 14, 1965.

Subsequently, a nominal roll from the employer showed that the claimant had received statutory holiday pay for New Year's Day, January 1, 1965, in the amount of $58.07. The claimant had reported no earnings for the week commencing December 27, 1964.

On August 23, 1965, in response to a local office request for his explanation of the reported earnings which he had failed to declare, the claimant said:

> Due to snow, was out of work from December 19th to January 14th and did not know when I would return to work. Had I not worked thirty days after "Statutory" Holiday, I would not have received pay, so how could I have claimed I received payment ahead of time, if I hadn't. And furthermore, no camp cheque is received until the following two weeks after work resumes.

On August 30, 1965, the insurance officer notified the claimant that his earnings for the week commencing December 27, 1964, were $58.07 (Statutory Holiday Pay).

On September 3, 1965, the claimant's union appealed this disqualification to the board of referees on the grounds that the claims officer had erred in respect to the interpretation of Regulations 172(2)(g), 173(7), 156(1)(2) . . .

The board's conclusion was that, because New Year's Day could not be considered other than as a statutory holiday, the earnings had been properly determined and allocated.

The decision of the insurance officer was sustained and the appeal dismissed, unanimously. On December 8, 1965, the Union appealed to the Umpire on the following grounds:

> . . . In the initial decision the claims officer relied on CUB 2390 (L.G. 1964, p. 1011) for precedent and in this decision we contend the original error respecting the disposition of the claim was committed.

CUB 2390 deals with a claimant who "while on claim" received one week's annual vacation pay, plus two days pay for statutory holidays which fell during the week for which the claimant received annual vacation pay.

The claims officer in this case was required to determine whether or not Regulation 173(6) applied in respect to vacation pay and pay for statutory holidays falling in that week for the purpose of determining "usual normal earning" as referred to in the said Regulation 173(6).

The claims officer so decided and allocated two days pay to the week commencing December 29, 1963, for purposes of determining earnings of the claimant in the benefit week commencing December 29, 1963.

The facts of the case as outlined in CUB 2390 clearly indicate that the Union agreement, covering the claimant in question, contains certain unique provisions in accumulating combinations.

These provisions may be outlined as follows:

> (a) An employee, while actively employed, may declare a vacation period and subsequently if he is at the time of the vacation period on laid-off status he is considered to be on vacation and eligible to receive vacation pay from his former employer for the declared vacation period.
>
> (b) A laid-off employee receiving vacation pay under the terms above is eligible to receive additional pay for statutory holidays which fall during a vacation period for which he is being paid while actually laid off.

CUB 2390 indicates also that the claimant in question did receive pay for the declared vacation period and for the two statutory holidays while he was actually on claim as a recipient of unemployment insurance benefits.

The decision of the claims officer was ultimately appealed to the Umpire and upheld by the Umpire. The decision of the Umpire clearly deals with the interpretation to be placed on Regulation 173(6).

We submit that in the [claimant's] case, Regulation 173(6) has no bearing and therefore the claims officer erred, relying on CUB 2390, and in so doing he likewise erred in his decision to deny unemployment insurance benefits to [the claimant] for the week commencing December 27, 1964. . . .

We submitted to the board of referees as we now submit that the decision in respect to entitlement to benefits by the claimant rests in the relative interpretation of Regulation 173(7) and Regulation 173(3). We contend that Regulation 173(3) is the applicable section and not 173(7). There appears to be a conflict of intent between Regulation 173(3) and 173(7) but only until the circumstances in respect to a claim are examined. . . .

Article IX statutory holidays of the current master agreement 1964-1965 . . . embodies two principles in respect to pay for a statutory holiday and by so doing establishes pay for a statutory holiday as such. This principle is to be found in Article IX, section 3(a)(ii) which provides that under circumstances where an employee is not employed by reason of the statutory holiday, and where he works his last regularly scheduled work day before and his first regularly [scheduled] work day after the holiday, then he is paid for the holiday. Regulation 173(7) covers such a situation as well as a situation where an employee receives pay for the statutory holiday by reason simply of being paid for such a day whether laid off or terminated prior to the statutory holiday in question. . . . If our reasoning is logical, then the claimant should not be disqualified by reason of Regulation 173(7).

Article IX, section 3(a)(iii) of the aforementioned master agreement qualifies pay for a statutory holiday to the degree that it becomes monies owing to an employee, who has been laid off, as consideration of his returning to employment with a specific employer (the employer who laid him off). This is further qualified to the

extent that the laid-off employee must return to such employment within 60 calendar days of the day on which he was laid off.

In the actual application of Article IX of the master agreement, an employee who meets the terms of Article IX, section 3(a)(i) and who is laid off prior to a statutory holiday, even though he has worked his last regularly scheduled work day before the statutory holiday, is not entitled to pay for the holiday, nor is he able to declare as a claimant for unemployment insurance benefits that he will become entitled.

The status of an employee under these circumstances (as is the case with the claimant) then changes. We submit that a claimant under these circumstances then comes within the scope of Regulation 173(3) in that he is the possible recipient of wages by reason of returning to work when called by his former employer, and [provided] that he reports for work on the first regularly scheduled work day that he is called to work, and [provided] further that this first regularly scheduled work day [on] which he is called to work falls within 60 calendar days of [the] last regularly scheduled work day that he worked prior to being laid off. . . .

Regulation 173(3) states that wages or salary earned in respect of the performance of services shall be allocated to the period for which earned. We submit that the claimant was required to perform a service, this being the commencing of work when called by his employer.

Regulation 173(3) continues further, and in the case of monies paid in consideration of a claimant's returning to or commencing work with a specific employer, they shall be allocated to the period for which payable.

We submit that the claimant meets these requirements of Regulation 173(3) in that he was required to return to and commence work for a specific employer, and that only by so doing did he become entitled to the monies which he received.

The question then develops as to what is the "period for which [benefit is] payable." We submit that the Regulation is met by the definition from Webster's New International Dictionary (second edition) which defines "payable" as "that may be discharged or settled by delivery of value."

We submit that the claimant met the requirements of Regulation 173(3) when he returned to work on Wednesday, (*sic*) January 14, 1965, and that the moneys accruing to him in the form of wages should be allocated to that period in which he delivered his services to his employer and by so doing met the terms of the master agreement.

We submit that the moneys accruing to the claimant as the result of meeting the terms of the said master agreement can not properly be allocated to a period prior to the date on which the claimant fulfilled the final terms of the master agreement viz.: returning to and commencing work January 14, 1965. . . .

In view of the foregoing, we submit that the decision of the board of referees dated November 3, 1965, should be set aside, and further that the claimant be declared to be entitled to receive unemployment insurance benefits for the week of December 27, 1964, the same being a week in which he did not receive and for which he did not receive wages or other moneys as an employee of the [company].

We, therefore, request that the appeal of the claimant be upheld.

On January 11, 1966, the insurance officer submitted the following observations:

1. The only point at issue in this case is the allocation of the earnings received by the claimant in respect of the statutory holiday occurring on January 1, 1965.

2. The union's appeal is based on the argument that because the payment of $58.07 was conditional upon the claimant returning to work with his former employer within a certain specified time, which condition he subsequently fulfilled, these earnings should be allocated to the week in which the claimant returned to work (week commencing January 10, 1965). The union contends that this allocation could be properly made under the provision of Regulation 173(3). This Regulation, however, provides that in the case of moneys paid in consideration of a claimant's returning to or commencing work with a specific employer, they shall be allocated to the period for which payable. It is submitted that in the present case the period for which the sum of $58.07 is payable is the week in which January 1, 1965 falls (week commencing December 27, 1964). . . .

3. It is further submitted that the insurance officer in allocating the earnings to the week commencing December 27, 1964 correctly applied Regulation 173(7) as that Regulation specifically deals with pay for a holiday observed as such by law, custom or agreement.

4. The board of referees upheld the insurance officer's determination and allocation of earnings in respect of the claimant's holiday pay, and it is submitted that its uanimous decision should be maintained.

5. It is respectfully submitted that the Umpire's decision in this case also [applies] to the case of [a man] whose circumstances are similar, with the exception that, as his claim was filed prior to Christmas Day, earnings for that day were applicable as well as for New Year's Day.

Considerations and Conclusions

Article IX(3)(a) of the master agreement referred to by the Union merely says that the claimant must retain his status as an employee after, as well as before, the statutory holiday if he is to be paid for the holiday. It does not convert the pay into a consideration for his returning to work.

Whether or not the receipt of pay for a statutory holiday is conditional on the employee's returning to work with a specific employer, once the pay is received by the employee, it becomes "pay for a holiday or non-working day observed as such by law, custom or agreement" within the meaning of Regulation 173(7) and, pursuant to that Regulation, is to be allocated to "that day"—in this case, to January 1, 1965.

As a consequence, I decide to disallow the Union's appeal.

CUB 2605

The claimant filed an initial application for benefit . . . on December 15, 1965, and gave the following reason for separation:

> I quit my job voluntarily because of dissension in the plant, and also because of union dispute; whereas I am not a member of the Union, I felt I could not do my best for the company or myself by staying there. I felt management was expecting too much of me to go through picket lines and remain at work under these conditions. Whereas I am not trained for foreman, I held down a foreman's position and also work required of a foreman. I have not any family. The picket line is still there on date of application of claimant. . . .

The employer stated that the claimant had "left voluntarily."

The labour dispute referred to by the claimant arose when the Union claimed that the Agreement worked with the employer included an undertaking by the employer to pay each employee a bonus of $25 in lieu of making the wage in-

crease retroactive. The employer denied commiting himself to such an undertaking, and a strike was started by 44 of the 71 production workers, who set up picket lines at the entrance to the employer's premises.

There were eleven non-union office and supervisory employees and the claimant belonged to this group, having been made a foreman about 9 months before the work stoppage.

The insurance officer reasoned that

> Although the claimant was not considered to be financing the dispute, or to have a direct interest in the dispute as her terms and conditions of employment would not necessarily be affected by any settlement, she was considered to have become a participant by the voluntary withdrawal of her labour, thereby lending strength to those actively participating in the dispute, and to be subject to disqualification under the provisions of section 63 of the Unemployment Insurance Act.

The claimant was notified that she was disqualified and benefit suspended from December 14, 1965.

The local office received the claimant's appeal to the board of referees, together with the following reasons for appeal:

> . . . While employed at T . . . I was given the position of foreman, which disqualified me from taking part in a union. Therefore, I was not affected by any labour dispute that arose. I did not pay any union dues, nor am I financing the Union in any way.
>
> As of December 14, 1965, I ceased to be employed by [the company] and therefore have no interest in the dispute or its outcome. While employed as foreman, my earnings exceeded those of what the Union hoped to gain for the workers, by the signing of a working agreement. Being foreman, I would have gained nothing through this dispute.
>
> When this dispute started, I spoke to management regarding walking through picket lines. I decided that rather than brave the picket lines, and being fair to management (as I was no good to them staying home) I felt that it would be better if I were replaced. All people in my class of work at the plant, are still working, and are taking no part, whatsoever in the dispute. I left my place of employment, at my own free will . . .

In reply to a local office query, the employer said that (the claimant) was a member of the Union by her own admission but that she was made a forelady and was therefore ineligible for membership. When the employees went out on strike, she quit her job because of her union connection. The employer also stated that the claimant's job was available if she wanted it.

A local office letter to the insurance officer provided additional information to the effect that the claimant, although included in the original bargaining agreement, was excluded as a member by the decision rendered subsequently that supervisory personnel on salary would be so excluded. The letter stated further that, because of her own convictions regarding unions, the claimant did not wish to work for this employer while a labour dispute was in effect and she left voluntarily on the first day of the dispute.

The board of referees heard the appeal and reached the unanimous conclusion that the claimant did leave her place of employment of her own free will, but not for the purpose of supporting or adding strength to the striking group, but rather because working conditions were disorganized and rendered unsatisfactory by inexperienced workers. The board also considered the evidence given in regard to her own personal convictions and fears.

The board noted also that when the claimant was appointed to the position of forelady, she was then ineligible for union membership and therefore uninterested in the dispute.

The claimant had proved to the board's satisfaction that she did not belong to a grade or class of workers who were involved in the labour dispute. They therefore concluded that the claimant did not lose her employment by reason of a stoppage of work attributable to a labour dispute.

The appeal was allowed.

The insurance officer appealed to the Umpire and argued that the board of referees erred when it allowed the appeal on the ground that the claimant's voluntary separation from employment was not for the purpose of supporting or adding strength to the striking group, but rather for the reason that working conditions were disorganized and she found it unsatisfactory to continue with inexperienced workers. It also considered the evidence given in regard to her own personal convictions and fears. Having decided that the claimant had voluntarily left her employment the board also erred in deciding that she had proved just cause for so doing. There is no evidence to show that the conditions were so intolerable after only one day's trial that she had no other alternative but to leave without first assuring herself of other employment. It is submitted that the claimant acted imprudently in taking the initiative to leave her work and that just cause has not therefore been established.

> It is immaterial whether the claimant left her employment to honour the picket lines because of her union convictions, or whether she left because the working conditions within the premises were disorganized due to the stoppage of work attributable to the dispute. . . The claimant's act in withdrawing her labour, which had for effect to support and add strength to the striking group, is an incident giving rise to her separation from employment, which would not have occurred but for the dispute, and her action can only be interpreted as participation. . . .

In reply, the claimant's representative made a further submission on which he emphasized the conclusion of the board of referees that the claimant was a forelady and was not eligible for union membership and therefore had no direct interest in the Union; and that she was not participating in, financing or directly interested in the labour dispute that caused the stoppage of work.

> The claimant submits that such evidence as was required in the above section was supplied to the board of referees at the time of appeal. The claimant further submits that it has been established that the reason for separation from employment was that the claimant found it impossible to provide supervision, and maintain production in the manner that she knew that she would be expected to, under the chaotic conditions existing at the plant. The claimant further submits that these matters were discussed with management to some degree at least and the claimant made her position clear. . . .

Considerations and Conclusions

As shown in the insurance officer's appeal, the jurisprudence has established that when, during a labour dispute, an employee voluntarily withdraws his labour by refusing to cross a picket line, his refusal raises the presumption that he is participating in the labour dispute.

After perusing the evidence on file in this case and hearing the claimant's representative, it is my opinion that the claimant left her employment because she did not wish to cross the picket line and, since she has not advanced sufficient evidence to rebut the resulting presumption of participation in the labour dispute, I hold that the insurance officer was correct in disqualifying her pursuant to section 63 of the Act.

As a consequence, I decide to allow the insurance officer's appeal.

Canadian Railway Office of Arbitration Releases Decision in Case No. 48

A dispute involving disciplinary action against a locomotive engineer charged with violation of the Uniform Code of Operating Rules was dealt with by the Canadian Railway Office of Arbitration at a hearing in Montreal on November 14, 1966.

The one-man tribunal of Magistrate J. A. Hanrahan disallowed the claim.

The claim and the award of the arbitrator in Case No. 48, is cited below:

> Dispute between the Canadian National Railway Company (Atlantic Region) and the Brotherhood of Locomotive Engineers over a six-month suspension given to an engineer for failing to acknowledge a yellow warning light and a red stop signal.

On the morning in question, a work train had been tied up in a back track at a siding. It was ordered to surface track between Estcourt and Tarte, and given authority for exclusive occupancy of the main track from 7:10 a.m. to 10:00 a.m. While riding on the leading track motor toward the Estcourt spring switch to clear the expiry time, the conductor observed an eastbound train coming toward him on the main track. The work equipment was immediately brought to a stop and Train 442 came to a stop approximately twenty car lengths from the work gang.

At the time of the incident it was noted by the chief train dispatcher and the signal supervisor that the CTC was functioning properly. A pen graph taken at the time indicated the authorized movement of other trains and the unauthorized movement of Train 442.

The locomotive engineer of Train 442 was charged with violation of the Uniform Code of Operating Rules and, following an investigation, was given a six-month suspension.

Rule 517 of the Uniform Code of Operating Rules reads: "If any part of a train or engine overruns a signal indicating stop, front of train or engine must be protected immediately as prescribed by Rule 99 for outside ABS territory, and members of crew must immediately communicate with train dispatcher and be governed by his instructions."

The brotherhood drew attention to the note of uncertainty in the train dispatcher's report, stating that the brakeman told him that the signal indicated "proceed." The dispatcher had replied that to the best of his knowledge it was supposed to be a "stop" signal, but that it could mean "proceed."

Rule 34 reads: "Crews on engines . . . must know the indication of train order signals . . . and when practicable, communicate to each other by its name the indication of each signal. . . ."

The arbitrator believed that the engineer was fully aware of the general nature of the complaint against him and that the difference in content between these two rules would not deter his making a full explanation of his actions.

In appealing the discipline, the brotherhood pointed out that when the engineer had informed the conductor over the radio telephone that the approach signal was "clear," the trainman and fireman-helper had concurred in this.

The brotherhood took exception to the fact that second statements were taken from those involved, and that, although the original statement forms were headed "an apparent breach of Rule 517," the final penalty was assessed against the engineer for four breaches of the operating rules. They protested that, although they had requested statements from all witnesses, they had not received a report made by the signal maintainer. They objected also to the fact that a pen graph introduced in evidence was first sent to them ten months after the incident occurred, and that the failure to send a copy of this to the general chairman was a violation of an article of the collective agreement.

In answering these objections, the company declared that the use of the word "apparent" indicated that, at that point in the investigation, no conclusion had been reached as to what violation, if any, had actually occurred. This was the purpose of the investigation.

The company explained to the arbitrator's satisfaction that the signal maintainer's report to the company could not be considered part of the official investigation because he was not a witness to the incident. And as far as the pen graph was concerned, the company pointed out that it was displayed to the general chairman at the first joint conference with an expert in attendance to explain its significance.

For these reasons, the arbitrator said, he could find nothing in the brotherhood's objections that would invalidate the action taken by the company.

The arbitrator was given a picture in depth of the movement of trains at the time of the incident, and of the signal system installed and operating in the area. An expert traced the movements of the train with the aid of a copy of the pen graph made at the time.

It was explained that with the blocking set up to protect the work train during the hours stated, the engineer of Train 442 would have encountered a yellow light on approaching the signal to Estcourt. This would involve Rule 285, reading: "Proceed, preparing to stop at next signal. . . ." The engineer would then have encountered a stop (red) signal at Estcourt.

The pen graph traced the westward movement of Train 405 past the governing signal at Estcourt at 7:04 a.m., and indicated the unauthorized movement of Train 442 past the stop indication at Estcourt at approximately 9:42 a.m. The graph also indicated that the first authority for movement beyond Estcourt after the blocking at 7:10 a.m. occurred at 10:20 a.m. when the signal was cleared for Train 406.

The company maintained that the evidence provided by the pen graph was "spectacular." They claimed that it indicated with remarkable accuracy that no authorization was given at 9:42 a.m. on the date in question when Train 442 entered the blocked territory between Estcourt and Tarte. They also pointed to the past record of the engineer, showing that, from 1941 to the present incident, he had 21 recordings of cautions, demerit penalties or suspensions. The brotherhood properly asserted that these could not be considered in deciding whether on this occasion his conduct was blameworthy, but it would have been taken into consideration had there been a plea for a reduction in the penalty.

The arbitrator was convinced that the unadorned statement made by the engineer and the two others in the cab must be considered insignificant against the convincing evidence produced by the pen graph. He said he was satisfied that on the morning in question all the signal equipment was functioning properly, and that the action against the engineer was justified.

The employee's claim was therefore disallowed.

Publications Received in the Department of Labour Library

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Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-eighth Annual Report for the Year ended December 31, 1965.* Edmonton, 1966. Pp. 39.

2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-ninth Annual Report, Year ended December 31, 1965.* [Victoria?] Queen's Printer, 1966. Pp. 44.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1965.* Ottawa, Queen's Printer, 1966. Pp. 59.

"Prepared . . . on the basis of reports from the National Employment Service."

4. CANADIAN PULP AND PAPER ASSOCIATION. *Reference Tables, August 1966.* Montreal, 1966. Pp. 32.

5. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Balance of Payments, 1960 to 1965.* London, HMSO, 1966. Pp. 21.

6. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H.M. Chief Inspector of Factories, 1965.* London, HMSO, 1966. Pp. 137.

7. GREAT BRITAIN. NATIONAL ASSISTANCE BOARD. *Report for the Year ended 31st December, 1965.* London, HMSO, 1966. Pp. 94.

8. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report for 1965.* St. John's, 1966. Pp. 40.

9. ONTARIO. DEPARTMENT OF LABOUR. *Forty-sixth Annual Report for the Fiscal Year ending March 31st, 1965.* Toronto, 1966. Pp. 58.

10. QUEBEC (PROVINCE). BUREAU OF STATISTICS. *Working Conditions in the Industries of the Province of Quebec, 1964.* Quebec, Dept. of Industry and Commerce, 1966. Pp. 690.

11. QUEBEC (PROVINCE). WORKMEN'S COMPENSATION COMMISSION. *38th Annual Report, 1965.* Quebec, 1966. Pp. 53.

12. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Report of the Twentieth Annual Survey of Salaries and Wages, August 1966.* Regina, 1966. Pp. 15.

13. U.S. DEPARTMENT OF LABOR. *Fifty-third Annual Report, Fiscal Year 1965.* Washington, GPO, 1966. Pp. 222.

14. U.S. INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN. *Report on Progress in 1965 on the Status of Women; Second Annual Report of Interdepartmental Committee and Citizens' Advisory Council on the Status of Women, December 1965.* Washington, GPO, 1966. Pp. 216.

Economic Conditions

16. ALEXANDRIN, GLEN. *A Study of Investment, Employment and Growth in Newfoundland; with a Statistical Analysis of the Period, 1949-1961.* [Ottawa, the Author, 1966] Pp. 195. Thesis (Ph.D)—Clark University, 1966.

Dissertation undertaken with a research fellowship from the Institute of Economic and Social Research at the Memorial University of Newfoundland.

Contents: Economic development of Newfoundland. The role of investment in employment and growth: Keynes, the theories of growth, and the special aspects of investment activity. Investment and employment in Newfoundland, 1949-61. Patterns of investment and backwardness in Newfoundland.

17. CAIRNCROSS, ALEXANDER KIRKLAND. *The Short Term and the Long in Economic Planning; Tenth Anniversary Lecture,* by Alexander K. Cairncross, Head of the United Kingdom Government Economic Service, January 6, 1966. Washington, Economic Development Institute, 1966. Pp. 30.

Education

18. ASSOCIATION OF ATLANTIC UNIVERSITIES. *Education in the Atlantic Provinces, a Report submitted to the Commission on the Financing of Higher Education.* [Halifax] 1965. Pp. 77.

19. CARTTER, ALLAN MURRAY. *An Assessment of Quality in Graduate Education.* Washington, American Council on Education, 1966. Pp. xvi, 131.

"A study for [the] Commission on Plans and Objectives for Higher Education, American Council on Education." Graduate education in 29 academic fields at 106 American institutions, based on replies to a questionnaire received from 4,008 faculty members. Respondents were asked (1) to rate (in their judgement) the quality of the graduate faculty in their field in each of the 106 institutions listed; (2) to rate the institutions listed if the respondent were selecting a graduate school to work for a doctorate in his field; and (3) to evaluate the changes in relative positions of departments in the respondent's field in the next five to 10 years.

20. HANSEN, WILLIAM LEE. *Human Capital Requirements for Educational Expansions: Teacher Shortages and Teacher Supply.* [Madison?] University of Wisconsin, Industrial Relations Research Center, 1965. Pp. 63-87.

Employment Management

21. U.S. BUREAU OF LABOR STATISTICS. *The Operation of Severance Pay Plans and Their Implications for Labor Mobility.* Washington, GPO, 1966. Pp. 94.

A study of the experience and operations of several hundred severance pay plans. Information is given about benefits provided, length of service required to qualify under

plans, eligibility requirements, payment process, etc. Five case studies are included.

22. WONDERLIC, E. F. *A Co-operative Research Study of Minimum Occupational Scores for the Wonderlic Personnel Test.* 1st ed. Northfield, Ill., E. F. Wonderlic & Associates, 1966. Pp. 64. "A short form mental ability test . . ."

Partial contents: Description of industry classifications, and total firms reporting. Most common job titles: scores reported by five or more companies, all industries combined. Alphabetical listing of scores for all job titles reported by one or more companies, all industries combined. Minimum occupational scores by industry, one or more companies reporting; description of industries. Minimum and maximum occupational scores used by a large diversified manufacturer. How to use the Wonderlic Personnel Test.

Industrial Relations

23. CANADA. DEPARTMENT OF LABOUR. LABOUR-MANAGEMENT CO-OPERATION SERVICE. *Labour-Management Committee Material Order Book.* [Ottawa, 1965?] Pp. 31.

"This booklet is prepared . . . for the use of local labour-management committees. It contains all the necessary material to prepare 12 labour-management meetings in a year-long program."

24. CRISPO, JOHN H. G., Ed. *Industrial Relations, Challenges and Responses; the Founding Conference of the Centre for Industrial Relations, University of Toronto.* Edited by John H. G. Crispo. Toronto, University of Toronto Press, c1966. Pp. 156.

Conference held October 13, 14 and 15, 1965.

Contents: Industrial relations in the next decade [by] David A. Morse. Automation and wage determination [by] James R. Bright. Collective bargaining in perspective [by] Frederick Harbison. Collective bargaining and the challenge of technological change [by] Arnold R. Weber. Challenge and response in the law of labour relations [by] Harry W. Arthurs. The individual in an organizational society [by] Wilbert E. Moore. Government and poverty [by] Maurice Sauvé. War on poverty [by] Tom Cosgrove.

25. INDUSTRIAL RELATIONS COUNSELORS, INC. *Facts on Europe; Economic and Labor Information for the U.S. Businessman.* New York [c1966] Pp. 118.

Provides geographical, economic and industrial relations information about the European Economic Community, Belgium, France, West Germany, Italy, Luxembourg, the Netherlands, and Great Britain.

This book is intended for American businessmen planning to invest in Western European countries. It contains information about the labour force (extent of the shortage of labour or of unemployment); use of foreign workers, wage and salary patterns, collective bargaining, trade unions, and "any unusual aspects of the country's labor-management relations which are pertinent to an American company's operations." An Appendix contains tables outlining the provisions of required fringe benefits and the cost of financing these benefits.

26. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Eighteenth Annual Winter Meeting, New York, December 28 and 29, 1965.* Edited by Gerald G. Somers. Madison, Wis. [c1966] Pp. 390.

"Index of IRRA publications 1961-1965": p. 370-390.

Some of the topics discussed were labour force projections, manpower policies, management research, technological change, unemployment, pension funds, and labour history.

27. LABOUR-MANAGEMENT CONFERENCE ON ECONOMIC AND TECHNOLOGICAL CHANGE IN THE SIXTIES, UNIVERSITY OF BRITISH COLUMBIA, 1965. [*Proceedings*]. Edited by Noel A. Hall. [Vancouver] Institute of Industrial Relations, University of British Columbia [1965] Pp. 164.

Conference held May 19th and 20th, 1965, is the second Labour-Management Conference on Industrial Relations sponsored by the B.C. Department of Labour, the B.C. Federation of Labour, and the Institute of Industrial Relations, University of B.C.

Contents: Editor's introduction. Conference perspectives [by] Hon. L. R. Peterson (Minister of Labour, B.C.). Implications for manpower adjustment: Introductory statement [by] Dr. Gil Schonning. Discussion by Dr. S. M. Jamieson, John Oliver, Joe Morris, John Drew, and Dr. J. H. G. Crispo. Patterns of response to change: Introductory statement [by] Dr. George P. Shultz. Discussion [by] Dr. S. M. Jamieson, E. P. O'Neal, Dr. J. H. G. Crispo, and R. A. Butler.

International Labour Conference

28. INTERNATIONAL LABOUR OFFICE. *Information and Reports on the Application of Conventions and Recommendations.* Third item on the agenda. Geneva, 1966. 4 volumes. At head of title: Report 3(1)-(4). International Labour Conference. 50th session, Geneva, 1966.

Contents: Pt. 1. Summary of reports on ratified conventions (Articles 22 and 35 of the Constitution). Pt. 2. Summary of reports on unratified conventions and on recommendations (Article 19 of the Constitution). Pt. 3. Summary of information relating to the submission to the competent authorities of conventions and recommendations adopted by the International Labour Conference (Article 19 of the Constitution). Pt. 4. Report of the Committee of Experts on the application of conventions and recommendations (Articles 19, 22 and 35 of the Constitution).

29. INTERNATIONAL LABOUR OFFICE. *Questions concerning Fishermen: (a) Accommodation on Board Fishing Vessels; (b) Vocational Training of Fishermen; (c) Fishermen's Certificates of Competency.* Sixth item on the agenda. Geneva, 1965-1966. 2 Volumes. At head of title: Report 6(1)-(2). International Labour Conference 50th session, Geneva, 1966.

Part 1 contains the record of the Preparatory Technical Conference on Fishermen's Questions held in Geneva, October 18th to 28th, 1965, together with the texts of conclusions adopted by the Conference, as well as a questionnaire to be completed by member countries. Part 2 contains observations made by member countries and English and French versions of proposed conventions and a proposed recommendation.

Labour Organization

30. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. BUILDING AND CONSTRUCTION TRADES. *Report of Proceedings of the Fifty-third Convention held at San Francisco, California, December 1-3, 1965.* Washington, 1966. Pp. 394.

31. INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *Eighth Annual Report to the Membership of the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), 1964-1965.* Detroit, 1966. Pp. 36.

The Public Review Board examines grievances of UAW members. During the period covered in this report, October 1st, 1964 to December 31st, 1965, the Board disposed of 23 cases.

32. MIERNYK, WILLIAM H. *The Elements of Input-Output Analysis*. New York, Random House, 1965. Pp. xi, 156.

33. WEINER, HYMAN J. *Demand for Rehabilitation in a Labor Union Population,* by Hyman J. Weiner [and others] Foreword by Louis Hollander and Vincent Lacapria. New York, Sidney Hillman Health Center of New York, 1964-1966. 2 volumes.

Contents: v. 1. Research report. v. 2. Action program. Describes the rehabilitation service program provided for the membership of the New York Joint Board of the Amalgamated Clothing Workers of America and their families by the Sidney Hillman Health Center of New York.

Labouring Classes

34. BURTON, JOHN FRANCIS. *Interstate Variations in Employers' Costs of Workmen's Compensation; Effect on Plant Location Exemplified in Michigan.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1966. Pp. 75.

"A study of the Institute of Labor and Industrial Relations, the University of Michigan-Wayne State University," evaluating the effect of workmen's compensation costs on plant location decisions.

". . . An abridged, revised, and updated form of [the author's] Ph.D. dissertation at the University of Michigan [1965]"

35. DENVER. UNIVERSITY. DENVER RESEARCH INSTITUTE. *A Method of Measuring Short-Term Impacts of Technological Change on Employment and Occupations, as tested in Selected Power Laundries.* Prepared by James F. Mahar and George E. Bardwell. Prepared for Office of Manpower, Automation and Training, U.S. Department of Labor. Denver, 1965. 1 volume (various pagings).

A study of "20 representative plants in the family power laundry industry . . . to develop a framework of analysis to forecast the total potential (short run) impact of automatic and technological change on the level and type of employment [and] within this framework, to construct estimates of the short-run impacts of technological change on the level and type of employment, considering impacts of (1) automation and mechanization, (2) internal variables which affect technological change, such as size of laundry, and productivity of existing equipment, and (3) a limited number of significant, external variables, namely prices and wage rates."

36. HERZBERG, FREDERICK. *Work and the Nature of Man.* Cleveland, World Publishing Company [1966] Pp. 203.

The author develops a motivation-hygiene theory which considers "man's total needs" in the world of work.

37. MORTON, J. E. *Analytical Potential of the Current Population Survey for Manpower and Employment Research.* Kalamazoo, Michigan, W. E. Upjohn Institute for Employment Research, 1965. Pp. 71.

An examination of the Current Population Survey of the U.S. Bureau of the Census as a source of information on manpower, labour force, employment and unemployment in the United States.

38. MOTT, PAUL E. *Shift Work; the Social Psychological, and Physical Consequences,* by Paul E. Mott [and others] Ann Arbor, University of Michigan Press, 1965. Pp. 351.

Report of research performed in the Institute for Social Research, University of Michigan, under grant M-3276 from the National Institute of Mental Health.

Partial contents: Shift work: the background of the problem. Work schedules and family roles. Shift work, marital happiness, and family integration. Shift work, social life, and solitary activities. The psychological reactions to shift work. Work schedules and physical health.

Women

39. CANADA. WOMEN'S BUREAU. *If I go to University.* [Ottawa, Queen's Printer, 1966] Pp. 36.

An account of 5 high school girls planning to go to university.

40. INTERNATIONAL COUNCIL OF WOMEN. *Women in a Changing World; the Dynamic Story of the International Council of Women since 1888.* London, Routledge & Kegan Paul, 1966. Pp. 360.

"Publications of national councils of women": p. 346-347.

Contains the story of the International Council of Women from its formation until 1963, biographical sketches of ICW presidents, histories of ICW standing committees, and histories of national councils of women.

41. M.I.T. SYMPOSIUM ON AMERICAN WOMEN IN SCIENCE AND ENGINEERING, 1964. *Women and the Scientific Professions.* Edited by Jacquelyn A. Mattfeld and Carol G. Van Aken. Cambridge, Massachusetts Institute of Technology Press [1965] Pp. xvii, 250.

Sponsored by the Association of Women Students, Massachusetts Institute of Technology.

The following topics were discussed: The commitment required of a woman entering a scientific profession. Who wants women in the scientific professions? The case for and against the employment of women; closing the gap.

42. RISCHBIETH, BESSIE MABEL. *March of Australian Women; a Record of Fifty Years' Struggle for Equal Citizenship.* Perth, Paterson Brokensha Pty., 1964. Pp. 177.

A history of women's activities in Australia between 1909 and 1963. The author was first Federal President of the Australian Federation of Women Voters (Non-Party) and was for twenty years an elected member of the Board of the International Alliance of Women.

43. YOUNG FABIAN GROUP. *Womanpower.* London, Fabian Society, 1966. Pp. [2] 29.

A brief look at potential reserve of workers among married women and the barriers which prevent these women from satisfying the demand. There is a chapter on the effects on children whose mothers work.

Miscellaneous

44. AMERICAN FOUNDATION ON AUTOMATION AND EMPLOYMENT. *Automation and the Middle Manager; What has happened and What the Future Holds.* [New York, c1966] Pp. 49.

Interviews with company and government officials and with university professors, all specialists in the computer field or students of the impact of computers on management, form the basis for this study. The study concludes that computers will be used more extensively in decision-making in the future but, as yet, most companies are not prepared for the computer.

45. BROWN, MURRAY. *On the Theory and Measurement of Technological Change.* Cambridge [Eng.] University Press, 1966. Pp. 214.

46. CANADIAN WELFARE COUNCIL. *Rural Need in Canada, 1965; the Background of Rural Poverty in Four*

Selected Areas. Project director: D. E. Woodsworth. Ottawa, 1966. 1 volume (various pagings).

Part of text in French.

"This report contains background information and analytic reports prepared . . . as part of a report to the Agricultural Rehabilitation and Development Administration . . ."

47. HOLLIER, R. H. *Work Flow in Batch Production*, by R. H. Hollier and E. N. Corlett. London, HMSO, 1966. Pp. [32].

48. TORONTO UNIVERSITY COMMERCE CLUB. *The Commerce Journal, 1966*. Toronto, 1966. Pp. 59.

Partial Contents: Management revolution [by] W. V. Moore. Some barriers in Canada's economic prospects [by] John D. Pattison. Problems of pension legislation [by] R. C. Dowsett. Computers and auditing [by] J. B. Dunlop.

49. U.S. BUREAU OF LABOR STATISTICS. *Labor and Material Requirements for Construction of Federally Aided Highways, 1958, 1961, and 1964*. Washington, GPO, 1966. Pp. 17.

50. U.S. CONGRESS HOUSE COMMITTEE ON APPROPRIATIONS. *Departments of Labor, and Health, Education, and Welfare, and Related Agencies Appropriation Bill, 1966; report to accompany H.R.7765*. [Washington, 1965?] Pp. 71.

Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which the classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment to estimated paid workers, including those looking for work, is more than 9.9, 11.9, or 13.9 per cent, depending on the size and character of the area. The former represents the total number of persons registered for employment at the Canada Manpower Centres (previously known as NES areas) of the Department of Manpower and Immigration, as of the close of business on the last working day of the month.

Group 2: Labour Surplus. Areas in which current or imediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with Canada Manpower Centres to estimated paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with Canada Manpower Centres to estimated paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with Canada Manpower Centres to estimated paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the Canada Manpower Centres. This information is supplemented by reports from field representatives of the Department of Manpower and Immigration who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective Canada Manpower Centres. In a number of cases, Manpower Centres have been amalgamated and the names used include several other Centres as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Statistics Section

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A–Labour Force

TABLE A-1—Regional Distribution, Week Ended October 15, 1966

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
	(estimates in thousands)					
THE LABOUR FORCE	7,519	638	2,149	2,740	1,265	727
Men	5,207	455	1,499	1,861	886	506
Women	2,312	183	650	879	379	221
14–19 years	752	77	227	240	136	72
20–24 years	1,031	105	348	328	159	91
25–44 years	3,243	243	937	1,230	523	310
45–64 years	2,260	193	579	853	402	233
65 years and over	233	20	58	89	45	21
EMPLOYED	7,324	610	2,076	2,690	1,249	699
Men	5,070	433	1,443	1,831	876	487
Women	2,254	177	633	859	373	212
Agriculture	561	40	109	132	257	23
Non-agriculture	6,763	570	1,967	2,558	992	676
Paid workers	6,252	526	1,790	2,390	924	622
Men	4,203	366	1,218	1,592	598	429
Women	2,049	160	572	798	326	193
UNEMPLOYED	195	28	73	50	16	28
Men	137	22	56	30	10	19
Women	58	*	17	20	*	*
PERSONS NOT IN LABOUR FORCE	6,068	655	1,779	2,065	982	587
Men	1,528	187	437	508	250	146
Women	4,540	468	1,342	1,557	732	441

*Less than 10,000. SOURCE: Labour Force Survey.

TABLE A-2—Age, Sex and Marital Status, Week Ended October 15, 1966

	Total	14–19 Years All Persons	20–64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(estimates in thousands)						
POPULATION 14 YEARS OF AGE AND OVER*	13,587	2,245	3,875	1,038	3,977	999	1,453
LABOUR FORCE	7,519	752	3,746	869	1,209	710	233
Employed	7,324	703	3,683	829	1,190	694	225
Unemployed	195	49	63	40	19	16	**
NOT IN LABOUR FORCE	6,068	1,493	129	169	2,768	289	1,220
PARTICIPATION RATE†							
1966—October 15	55.3	33.5	96.7	83.7	30.4	71.1	16.0
September 17	55.4	34.0	96.7	84.5	30.0	72.1	15.9
UNEMPLOYMENT RATE‡							
1966—October 15	2.6	6.5	1.7	4.6	1.6	2.3	**
September 17	2.7	8.0	1.5	5.1	1.5	2.5	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey.

TABLE A-3—Unemployed, Week Ended October 15, 1966

	October 1966	September 1966	October 1965
	(estimates in thousands)		
TOTAL UNEMPLOYED	195	205	171
On temporary layoff up to 30 days	11	9	10
Without work and seeking work	184	196	161
SEEKING:			
Full-time work	167	182	152
Part-time work	17	14	9
Under 1 month	73	80	64
1–3 months	60	73	55
4–6 months	24	21	22
More than 6 months	27	22	20

SOURCE: Labour Force Survey.

B–Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	($ Millions)									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—July	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	81.5	2,199.7
August	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November	59.5	636.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June*	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July†	59.1	671.4	218.1	40.3	231.8	41.2	345.4	731.2	100.6	2,471.8
	Seasonally Adjusted									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—July	56.0	605.0	193.7	33.1	160.8	38.2	309.4	671.5	81.4	2,169.8
August	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2.192.3
September	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May	60.9	664.2	204.0	37.1	203.1	39.6	338.0	738.1	99.7	2,405.8
June*	61.3	668.2	207.9	29.3	207.1	40.1	342.1	747.5	100.1	2,424.9
July†	57.2	676.3	210.9	34.1	202.9	40.0	344.9	748.5	100.3	2,436.9

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

Note: Monthly figures may not add to annual totals because of rounding. Source: *Estimates of Labour Income*, DBS.

C–Employment, Hours and Earnings

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at May 1966, employers in the principal non-agricultural industries reported a total employment of 3,517,926. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishment employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1961	100.0	100.0	78.24	100.0	100.0	81.55
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1965—May	113.2	115.6	90.41	116.4	115.9	94.52
June	116.7	116.2	90.88	119.2	116.1	94.66
July	117.7	116.2	90.95	118.5	114.8	93.59
August	119.7	116.5	91.12	120.6	115.2	93.97
September	119.1	117.8	92.19	121.1	117.1	95.48
October	118.6	119.6	93.56	120.6	119.1	97.10
November	118.7	119.4	93.44	120.6	119.5	97.42
December	115.9	116.3	91.00	118.5	116.6	95.07
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April*	116.7	122.6	95.90	121.0	122.5	99.90
May†	120.1	122.5	95.88	123.4	122.2	99.67

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1966	April 1966	May 1965	May 1966	April 1966	May 1965
	(1961=100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	115.7	108.9	108.1	79.13	79.61	73.74
Newfoundland	121.4	114.2	111.6	84.90	86.21	79.85
Prince Edward Island	135.9	111.1	117.9	61.38	64.13	61.71
Nova Scotia	113.0	108.1	106.9	77.25	76.05	71.81
New Brunswick	113.3	106.3	106.4	79.42	80.93	73.21
Quebec	117.2	114.0	111.8	94.45	94.13	87.91
Ontario	123.5	120.5	115.9	98.74	98.83	94.29
Prairie Region	115.0	110.9	108.5	89.13	89.00	84.91
Manitoba	110.3	106.8	105.3	84.84	84.10	81.40
Saskatchewan	117.0	112.0	109.7	87.92	87.76	83.97
Alberta	118.1	113.9	110.7	93.47	93.43	88.14
British Columbia	124.8	123.1	116.7	108.03	107.97	99.60
CANADA	120.1	116.7	113.2	95.88	95.90	90.41
URBAN AREAS						
St. John's	137.5	132.8	128.3	75.64	75.39	69.84
Halifax	112.2	106.5	103.4	79.86	78.73	75.51
Sydney	101.8	94.3	100.1	90.98	87.82	78.28
Moncton	110.7	107.8	108.3	73.38	72.99	69.85
Saint John	109.7	107.7	101.3	80.05	79.64	74.36
Chicoutimi	110.8	106.4	101.1	112.11	110.55	104.57
Montreal	120.6	118.7	113.1	96.05	95.73	90.03
Quebec	113.6	113.7	112.1	82.41	82.23	77.54
Shawinigan	109.9	108.2	106.1	105.06	105.19	93.72
Sherbrooke	109.5	108.0	113.6	82.97	83.12	77.15
Trois-Rivières	114.3	115.5	112.8	90.65	89.88	80.78
Ottawa-Hull	116.7	113.1	111.6	88.73	88.42	83.72
Belleville	114.4	111.5	108.3	85.21	84.91	81.04
Brampton	223.9	219.8	202.5	99.56	99.71	93.78
Brantford	131.9	130.7	125.9	91.55	94.06	88.55
Fort William-Port Arthur	127.4	124.1	115.6	102.63	97.42	88.97
Guelph	132.3	130.7	122.4	88.67	88.21	84.84
Hamilton	123.4	120.5	119.6	104.35	103.27	99.54
Kingston	128.2	124.4	122.0	92.87	93.41	90.10
Kitchener	139.8	137.8	127.0	87.01	86.76	82.65
London	123.4	119.8	118.2	90.67	91.38	86.04
Niagara Falls	115.0	108.9	113.1	94.30	95.87	91.32
Oshawa	156.4	154.8	154.2	113.04	112.46	116.59
Peterborough	133.2	130.6	122.7	103.65	102.61	98.17
Sarnia	124.8	120.8	108.8	125.46	124.60	112.29
Sault Ste. Marie	119.0	117.6	116.6	115.90	112.16	110.90
Sudbury	104.6	103.2	99.8	104.70	103.63	100.31
St. Catharines	137.2	138.5	130.9	107.18	107.20	110.18
Timmins	100.2	97.8	93.3	101.70	99.69	80.56
Toronto	124.0	121.6	115.0	99.18	99.47	94.43
Welland	113.5	109.8	112.7	115.02	111.24	107.68
Windsor	151.3	147.4	134.4	112.06	112.92	109.45
Winnipeg	113.4	110.3	106.6	80.71	80.14	78.42
Regina	116.6	112.5	116.3	87.11	86.72	82.35
Saskatoon	125.2	121.6	115.8	80.20	80.14	78.12
Edmonton	124.7	121.9	116.5	87.87	87.31	83.20
Vancouver	123.8	124.1	116.4	103.80	104.28	97.07
Victoria	119.9	118.8	118.2	91.12	90.52	87.70

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3 (Formerly C-2a)—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (commercial sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
Canada											
May 1966*	64.1	117.5	1,616.2	819.2	797.1	381.0	635.9	901.4	242.9	537.6	4,496.7
April 1966†	47.6	113.7	1,582.6	802.0	780.6	345.0	616.6	891.4	241.3	519.6	4,357.8
May 1965	63.7	114.2	1,527.6	785.9	741.7	355.0	620.0	855.3	234.8	487.5	4,258.9
Newfoundland											
May 1966*	1.9	6.3	12.3	10.5	1.8	10.5	14.1	15.8	1.6	5.8	68.4
April 1966†	1.9	6.2	11.1	9.4	1.8	9.4	13.4	15.3	1.6	5.6	64.5
May 1965	1.5	5.9	11.9	9.7	2.1	7.8	14.4	14.8	1.4	5.3	63.0
Prince Edward Island											
May 1966*	0.1	–	3.1	2.6	0.5	2.0	2.8	3.7	0.6	1.7	14.1
April 1966†	0.1	–	2.1	1.7	0.5	1.2	2.7	3.6	0.5	1.4	11.7
May 1965	0.3	–	2.6	2.1	0.5	1.5	2.4	3.7	0.6	1.6	12.7
Nova Scotia											
May 1966*	2.4	7.7	34.1	17.7	16.4	13.3	22.2	27.2	5.7	12.1	124.8
April 1966†	1.8	7.5	32.5	16.5	16.0	11.0	21.5	26.9	5.7	11.2	118.0
May 1965	2.5	8.0	32.9	17.3	15.7	11.3	21.6	26.5	5.5	11.1	119.3
New Brunswick											
May 1966*	6.0	2.6	26.5	17.6	8.9	11.8	21.2	22.2	4.0	9.7	103.9
April 1966†	3.7	2.4	24.6	15.8	8.7	11.0	20.2	22.0	4.1	9.3	97.3
May 1965	6.0	2.3	25.8	16.9	8.9	10.3	20.1	21.3	4.0	7.9	97.7
Quebec											
May 1966*	18.1	26.9	498.6	306.0	192.6	108.5	167.9	230.7	69.2	144.4	1,264.2
April 1966†	9.4	25.9	490.1	302.7	187.4	97.6	167.1	227.7	68.9	139.2	1,226.0
May 1965	19.4	26.3	474.5	298.6	175.9	103.6	165.6	219.8	67.7	131.4	1,208.5
Ontario											
May 1966*	11.3	34.4	806.3	352.3	454.0	137.0	214.9	353.0	105.2	213.8	1,875.8
April 1966†	9.1	33.6	794.9	347.5	447.4	125.7	202.1	349.6	104.0	206.7	1,825.7
May 1965	10.5	34.5	758.6	334.6	424.0	131.5	206.6	335.5	101.9	196.9	1,776.4
Manitoba											
May 1966*	1.5	5.4	46.1	27.3	18.8	13.1	45.8	50.0	11.7	27.2	200.8
April 1966†	1.0	5.2	44.6	26.9	17.7	11.3	44.7	49.2	11.6	25.9	193.5
May 1965	1.4	5.2	45.1	26.9	18.2	13.2	45.7	46.5	11.7	24.4	193.1
Saskatchewan											
May 1966*	0.3	5.2	15.1	9.7	5.4	15.6	26.8	36.5	7.6	16.9	123.9
April 1966†	0.2	4.9	14.5	9.5	5.0	13.4	25.5	36.2	7.5	16.3	118.6
May 1965	0.1	4.7	14.8	9.6	5.3	12.9	25.9	34.9	7.3	14.4	115.0
Alberta											
May 1966*	2.6	17.4	48.4	26.4	22.0	32.7	48.3	71.9	14.0	42.4	277.7
April 1966†	1.8	16.9	46.9	25.6	21.4	28.9	47.0	71.2	13.9	41.3	267.9
May 1965	2.4	16.7	44.5	25.2	19.3	30.7	47.6	67.0	13.3	38.4	260.5
British Columbia											
May 1966*	19.8	9.8	125.7	49.0	76.7	36.1	70.5	90.1	23.4	62.9	438.3
April 1966†	18.6	9.1	121.3	46.5	74.8	35.2	71.1	89.5	23.5	61.8	430.1
May 1965	19.7	8.6	117.0	45.2	71.8	31.9	68.8	85.1	21.4	55.9	408.4

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

Basis: 1960 Standard Industrial Classification. Note: Estimates may not add to totals due to rounding.

Source: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4 (Formerly C-3)—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	May 1966	*April 1966*	*May 1965*	*May 1966*	*April 1966*	*May 1965*
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	107.4	104.6	104.9	117.18	116.80	108.61
Metals	105.9	104.0	103.9	117.27	116.16	109.40
Mineral fuels	101.1	99.0	101.7	123.09	122.67	111.15
Non-metals except fuels	111.7	105.2	106.8	107.89	111.07	102.70
Quarries and sand pits	127.7	117.8	125.4	104.15	102.33	95.73
Services incidental to mining	117.5	114.6	108.2	122.30	122.29	111.78
MANUFACTURING	123.4	121.0	116.4	99.67	99.90	94.52
Durable goods	135.8	133.3	125.5	107.16	107.47	102.81
Non-durable goods	113.5	111.1	109.1	92.49	92.61	86.90
Food and beverages	109.5	103.5	105.6	87.26	87.50	83.64
Foods	109.4	103.5	106.0	83.93	84.48	80.93
Beverages	110.1	103.0	102.9	107.83	106.34	100.96
Tobacco processing and products	90.6	90.0	91.2	102.69	102.62	94.24
Rubber products	123.8	122.7	117.7	102.79	102.67	95.53
Leather products	103.1	104.0	100.2	65.98	65.90	60.81
Textile products	114.9	114.2	118.8	81.34	81.36	76.97
Knitting mills	117.0	117.0	108.5	61.98	62.82	58.87
Clothing	113.2	113.8	110.7	60.27	60.76	56.49
Wood products	114.4	110.3	111.4	87.00	87.36	81.58
Furniture and fixtures	130.7	130.5	121.2	80.38	80.33	75.88
Paper and allied industries	117.4	114.6	109.9	117.72	117.82	107.68
Printing, publishing and allied industries	110.5	109.6	104.7	106.63	107.16	101.75
Primary metal industries	126.5	123.1	118.2	120.71	118.32	115.33
Metal fabricating industries	137.0	134.3	124.2	105.04	105.27	99.72
Machinery, except electrical	147.4	146.2	136.7	112.46	114.87	105.73
Transportation equipment	154.3	152.9	138.6	116.15	118.13	117.33
Electrical products	139.4	137.4	127.6	103.90	103.79	98.57
Non-metallic mineral products	127.6	124.6	121.8	105.97	105.33	99.73
Petroleum and coal products	100.5	97.2	101.2	148.50	148.52	132.17
Chemicals and chemical products	118.3	117.2	111.7	113.27	112.99	108.29
Miscellaneous manufacturing industries	129.1	127.4	120.0	86.32	86.84	81.62
CONSTRUCTION	133.1	121.6	118.9	119.81	118.69	105.43
Building	129.8	123.9	118.7	116.12	114.92	103.57
Engineering	139.3	117.0	119.2	126.41	126.34	109.06
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	106.5	103.6	103.5	103.14	103.78	98.00
Transportation	102.6	99.2	101.0	101.86	102.92	97.21
Storage	113.7	113.0	106.4	92.68	92.06	85.84
Communication	116.2	114.3	108.0	100.68	99.88	95.37
TRADE	120.9	119.7	112.4	76.72	76.56	73.59
Wholesale trade	116.1	114.7	108.7	95.30	95.21	90.76
Retail trade	123.6	122.6	114.4	66.58	66.43	64.55
FINANCE, INSURANCE AND REAL ESTATE	119.3	118.6	116.0	92.89	93.04	88.24
Financial institutions	122.9	122.2	118.6	89.71	89.96	84.86
Insurance and real estate	114.1	113.5	111.7	97.74	97.73	93.23
SERVICE	138.0	133.6	125.3	69.11	69.54	65.04
Recreational services	128.9	123.9	121.0	59.85	59.46	58.44
Business services	155.4	149.5	135.4	109.76	107.34	99.25
Personal services	129.8	125.6	119.6	52.67	52.78	50.12
Miscellaneous services	150.0	147.3	134.9	74.32	74.45	69.60
Services to buildings and dwellings	187.6	181.8	166.8	50.48	51.17	47.98
INDUSTRIAL COMPOSITE	120.1	116.7	113.2	95.88	95.90	90.41

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1966	April 1966	May 1965	May 1966	April 1966	May 1965	May 1966	April 1966	May 1965
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.9	41.6	41.9	2.57	2.56	2.40	107.75	106.52	100.41
Metals	41.3	41.0	41.7	2.68	2.67	2.49	110.58	109.22	103.78
Mineral fuels	42.7	41.7	39.3	2.25	2.25	2.17	96.12	93.71	85.24
Non-metals, except fuels	41.3	42.2	42.7	2.46	2.48	2.29	101.72	104.53	97.86
Quarries and sand pits	48.5	47.3	49.1	2.06	2.06	1.90	99.67	97.30	93.34
Services incidental to mining	43.0	42.3	42.9	2.74	2.69	2.50	117.57	113.53	107.32
MANUFACTURING	40.9	41.0	41.1	2.23	2.23	2.11	91.36	91.72	86.66
Durable goods	41.4	41.6	41.8	2.41	2.41	2.30	99.71	100.39	96.06
Non-durable goods	40.3	40.4	40.3	2.04	2.04	1.92	82.72	82.73	77.36
Food and beverages	40.8	40.3	41.1	1.93	1.95	1.84	78.90	78.62	75.77
Foods	40.7	40.1	41.1	1.87	1.89	1.79	76.02	75.91	73.42
Beverages	41.9	41.6	41.8	2.41	2.38	2.25	100.72	99.31	94.01
Tobacco processing and products	37.5	37.9	37.5	2.51	2.48	2.31	94.05	94.21	86.63
Rubber products	41.8	41.8	41.2	2.32	2.30	2.14	96.76	96.32	87.95
Leather products	39.4	39.5	38.1	1.53	1.53	1.44	60.21	60.21	55.04
Textile products	41.9	41.9	42.0	1.70	1.70	1.63	71.47	71.35	68.52
Miscellaneous textiles	39.8	40.2	40.9	1.57	1.57	1.47	62.37	63.03	59.97
Knitting mills	40.4	41.1	41.2	1.37	1.37	1.28	55.28	56.32	52.65
Clothing	37.1	37.5	36.8	1.46	1.47	1.38	54.29	55.03	50.86
Wood products	40.2	40.4	40.4	2.07	2.08	1.91	83.10	83.91	77.35
Furniture and fixtures	41.7	42.0	42.1	1.78	1.78	1.67	74.30	74.63	70.32
Paper and allied industries	41.7	41.9	41.6	2.65	2.64	2.41	110.79	110.88	100.27
Pulp and paper mills	41.9	42.1	41.8	2.90	2.90	2.59	121.75	122.01	108.44
Printing, publishing and allied industries	39.0	39.2	38.9	2.72	2.71	2.58	105.97	106.25	100.23
Primary metal industries	41.5	40.9	41.5	2.75	2.73	2.65	113.97	111.52	109.96
Iron and steel mills	41.8	40.4	41.4	2.93	2.89	2.83	122.46	116.65	117.05
Metal fabricating industries	41.9	42.2	42.0	2.36	2.35	2.23	99.02	99.41	93.80
Machinery, except electrical	42.0	42.8	41.8	2.51	2.54	2.38	105.40	108.48	99.28
Transportation equipment	40.8	41.5	42.8	2.65	2.68	2.60	108.04	111.27	111.15
Aircraft and parts	41.5	42.2	41.1	2.56	2.58	2.38	106.22	108.84	97.91
Motor vehicles	40.5	41.4	43.6	2.73	2.78	2.71	110.71	114.85	118.20
Assembling	40.6	41.3	44.2	2.88	2.94	2.84	117.20	121.39	125.33
Parts and accessories	40.5	41.6	43.3	2.64	2.68	2.65	106.74	111.46	114.97
Shipbuilding and repairing	41.2	41.7	41.8	2.56	2.56	2.47	105.23	106.83	103.34
Electrical products	41.1	41.1	40.9	2.21	2.22	2.10	91.39	91.41	85.70
Communications equipment	41.1	40.6	41.8	2.11	2.07	1.97	86.78	83.28	82.22
Non-metallic mineral products	43.5	43.1	43.3	2.30	2.30	2.16	100.30	99.20	93.77
Petroleum and coal products	43.9	43.2	42.1	3.18	3.18	2.91	139.67	137.09	122.53
Chemical and chemical products	41.2	41.5	41.2	2.39	2.37	2.31	98.88	98.81	95.23
Miscellaneous manufacturing industries	40.6	41.2	40.5	1.82	1.81	1.71	73.76	74.54	69.34
CONSTRUCTION	42.2	41.7	41.3	2.77	2.79	2.49	117.24	116.35	102.62
Building	40.1	39.9	38.9	2.82	2.82	2.59	113.07	112.67	100.68
General contractors	40.4	39.9	38.7	2.70	2.73	2.47	108.87	109.36	95.50
Special trade contractors	39.7	39.8	39.0	2.94	2.91	2.71	117.21	115.85	105.90
Engineering	46.3	45.6	46.2	2.69	2.72	2.31	124.85	124.18	106.57
Highways, bridges and streets	46.4	43.5	46.2	2.26	2.30	2.04	104.87	99.83	94.22
Other engineering	46.2	47.0	46.2	3.06	2.99	2.60	141.64	141.07	120.08
OTHER INDUSTRIES:									
Urban transit	42.3	42.3	42.8	2.58	2.57	2.37	109.06	108.68	101.21
Highway and bridge maintenance	39.0	39.4	39.4	1.94	1.95	1.89	75.62	77.05	74.58
Laundries, cleaners and pressers	39.1	39.4	39.8	1.30	1.30	1.23	50.80	51.31	48.75
Hotels, restaurants and taverns	34.9	35.0	36.0	1.31	1.30	1.22	45.70	45.63	43.98

*Durable manufactured goods industries. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average:					
1961	40.6	1.83	74.45	100.0	100.0
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
Last Period in:					
1965—May	41.1	2.11	86.66	116.4	103.2
June	41.2	2.11	86.87	116.7	108.1
July	40.8	2.09	85.38	114.7	106.3
August	41.1	2.09	86.10	115.6	107.4
September	41.4	2.13	88.08	118.3	109.7
October	41.6	2.15	89.53	120.3	110.8
November	41.5	2.16	89.81	120.6	110.7
December	39.7	2.18	86.40	116.1	106.3
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April*	41.0	2.23	91.72	123.2	111.0
May†	40.9	2.23	91.36	122.7	110.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7 (Formerly C-4)—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	May 1966	April 1966	May 1965	May 1966	April 1966	May 1965
				$	$	$
Newfoundland	42.8	42.2	42.7	1.85	1.90	1.69
Nova Scotia	41.4	41.1	40.9	1.82	1.85	1.72
New Brunswick	42.6	41.5	42.1	1.81	1.88	1.66
Quebec	41.9	42.0	41.7	2.00	1.99	1.87
Ontario	40.8	41.0	41.2	2.36	2.36	2.25
Manitoba	40.1	40.0	40.5	1.92	1.89	1.83
Saskatchewan	39.5	39.3	40.0	2.28	2.25	2.17
Alberta (includes Northwest Territories)	39.7	39.6	39.8	2.26	2.26	2.14
British Columbia (includes Yukon Territory)	37.7	37.9	37.8	2.75	2.76	2.59

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D–Manpower Division

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at Canada Manpower Centres (formerly NES offices). These data are derived from reports prepared in the Centres and processed in the Unemployment Insurance Section, Dominion Bureau of Statistics. See also Technical Note, page 80.

TABLE D-1—Unfilled Vacancies and Registrations on Hand

Period	*Unfilled Vacancies†*			*Registrations on Hand*		
	Male	*Female*	*Total*	*Male*	*Female*	*Total*
End of:						
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
1962	22,077	19,204	41,281	328,801	127,955	456,756
1963	30,090	22,737	52,827	285,688	117,689	403,377
1964	38,620	22,704	61,324	254,346	118,294	372,640
November 1965	48,183	27,246	75,429	218,819	118,073	336,892
December 1965	30,037	20,866	50,903	316,440	125,750	442,190
January 1966	26,286	17,524	43,810	404,298	147,105	551,403
February 1966	26,192	18,699	44,891	414,592	149,214	563,806
March 1966	31,242	22,574	53,816	404,530	144,067	548,597
April 1966	39,156	26,386	65,542	356,280	138,646	494,926
May 1966	41,745	27,907	69,652	261,325	126,589	387,914
June 1966	40,805	26,173	66,978	233,965	146,798	380,763
July 1966	42,520	24,175	66,695	221,599	140,563	362,162
August 1966	43,369	30,533	73,902	187,687	118,243	305,930
September 1966	46,379	28,793	75,172	173,431	121,251	294,682
October 1966*	39,057	24,625	63,682	179,051	120,962	300,013
November 1966*	36,415	25,759	62,174	213,383	119,800	333,183

*Latest figures subject to revision. †Current vacancies only. Deferred vacancies are excluded. SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected by Year 1962 to 1965 and by Month October 1965 to October 1966

Year and month	*Registrations received*		*Vacancies notified*		*Placements effected*	
	Male	*Female*	*Male*	*Female*	*Male*	*Female*
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—October	192,182	92,918	92,067	39,869	73,120	29,113
1965—November	276,347	113,148	116,125	47,977	84,320	31,113
December	303,524	102,536	72,004	45,614	70,786	42,187
1966—January	287,740	98,603	72,912	34,959	60,237	26,037
February	202,400	80,555	63,000	33,825	47,675	22,350
March	217,568	86,042	82,965	43,859	61,401	28,059
April	188,255	80,682	84,319	39,441	62,133	24,787
May	199,618	93,554	97,520	46,202	75,891	31,330
June	222,671	116,136	95,402	50,498	74,320	37,072
July	216,035	108,399	85,147	48,433	68,493	38,299
August	208,409	101,591	102,760	58,267	76,157	39,645
September	191,387†	102,118†	105,486	50,829	78,744	36,987
October*	182,971	92,007	82,021	38,984	64,648	27,807

*Preliminary. †Revised. SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-3—Placements Effected, by Industry and by Sex, in October 1966 (Preliminary)

Industry group	*Male*	*Female*	*Total*	*Change from October 1965*
AGRICULTURE, FISHING, TRAPPING	7,515	1,284	8,799	−1,901
FORESTRY	1,239	7	1,246	− 535
MINING, QUARRYING AND OIL WELLS	1,166	56	1,222	− 85
Metal mining	752	12	764	− 104
Fuels	192	35	227	+ 52
Non-metal mining	56	2	58	0
Quarrying, clay and sand pits	94	—	94	− 27
Prospecting	72	7	79	− 6
MANUFACTURING	15,671	7,690	23,361	−2,815
Foods and beverages	2,332	1,617	3,949	− 203
Tobacco and tobacco products	16	13	29	− 42
Rubber products	177	123	300	− 40
Leather products	208	286	494	− 110
Textile products (except clothing)	784	363	1,147	− 36
Clothing (textile and fur)	384	1,481	1,865	− 111
Wood products	2,130	255	2,385	− 559
Paper products	659	228	887	− 622
Printing, publishing and allied industries	868	604	1,472	− 425
Iron and steel products	3,202	524	3,726	− 36
Transportation equipment	1,583	354	1,937	− 379
Non-ferrous metal products	446	176	622	− 205
Electrical apparatus and supplies	790	747	1,537	+ 161
Non-metallic mineral products	685	76	761	− 90
Products of petroleum and coal	69	19	88	+ 29
Chemical products	615	206	821	− 97
Miscellaneous manufacturing industries	723	618	1,341	− 50
CONSTRUCTION	13,595	195	13,790	−1,203
General contractors	9,409	100	9,509	− 908
Special trade contractors	4,186	95	4,281	− 295
TRANSPORTATION, STORAGE AND COMMUNICATION	5,333	317	5,650	−1,166
Transportation	4,776	183	4,959	− 793
Storage	398	53	451	− 380
Communication	159	81	240	+ 7
PUBLIC UTILITY OPERATION	320	43	363	+ 5
TRADE	10,030	5,009	15,039	−1,341
Wholesale	4,863	1,255	6,118	− 362
Retail	5,167	3,754	8,921	− 979
FINANCE, INSURANCE AND REAL ESTATE	536	960	1,496	+ 13
SERVICE	9,243	12,246	21,489	− 750
Community or public service	1,111	1,589	2,700	+ 173
Government service	2,415	1,241	3,656	+ 581
Recreation service	398	170	568	− 74
Business service	1,278	650	1,928	− 73
Personal service	4,041	8,596	12,637	−1,357
GRAND TOTAL	64,648	27,807	92,455	−9,778

SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-4—Registrations on Hand, by Occupation and by Sex, at October 31, 1966 (Preliminary)

Occupational group	*Registrations on hand*		
	Male	*Female*	*Total*
Professional and managerial workers	8,829	2,837	11,666
Clerical workers	15,458	50,953	66,411
Sales workers	5,997	12,815	18,812
Personal and domestic service workers	23,373	21,077	44,450
Seamen	518	5	523
Agriculture, fishing, forestry (ex. log.)	3,309	201	3,510
Skilled and semi-skilled workers	64,326	13,355	77,681
Food and kindred products (incl. tobacco)	606	332	938
Textiles, clothing, etc.	1,115	7,771	8,886
Lumber and lumber products	3,692	107	3,799
Pulp, paper (incl. printing)	724	284	1,008
Leather and leather products	607	775	1,382
Stone, clay and glass products	139	21	160
Metalworking	7,474	789	8,263
Electrical	1,173	845	2,018
Transportation equipment	503	201	704
Mining	548	—	548
Construction	14,582	7	14,589
Transportation (except seamen)	11,326	82	11,408
Communications and public utility	381	2	383
Trade and service	2,761	1,257	4,018
Other skilled and semi-skilled	12,771	654	13,425
Foremen	1,459	214	1,673
Apprentices	4,465	14	4,479
Unskilled workers	57,241	19,719	76,960
Food and tobacco	1,543	2,954	4,497
Lumber and lumber products	4,905	374	5,279
Metalworking	2,916	489	3,405
Construction	25,582	8	25,590
Other unskilled workers	22,295	15,894	38,189
GRAND TOTAL	179,051	120,962	300,013

SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-5—Registrations on Hand, by Local Office Areas, at October 31, 1966

Office	*Registrations on Hand*	
	* *Oct. 31 1966*	*Previous Year Oct. 29 1965*
NEWFOUNDLAND	8,144	5,431
Corner Brook	1,858	1,156
Grand Falls	949	616
St. John's	5,337	3,659
PRINCE EDWARD ISLAND	1,159	828
Charlottetown	828	513
Summerside	331	315
NOVA SCOTIA	13,447	9,967
Amherst	491	330
Bridgewater	720	482
Halifax	4,700	3,667
Inverness	90	116
Kentville	764	470
Liverpool	192	227
New Glasgow	1,367	1,062
Springhill	219	254
Sydney	2,803	1,794
Sydney Mines	327	420
Truro	1,014	593
Yarmouth	760	552
NEW BRUNSWICK	12,101	9,539
Bathurst	1,739	1,003
Campbellton	868	766
Edmundston	459	326
Fredericton	618	771
Minto	27	152
Moncton†	3,436	2,863
Newcastle	669	773
Saint John	3,200	1,795
St. Stephen	717	725
Sussex	166	180
Woodstock	202	185
QUEBEC	96,095	87,600
Alma	1,108	1,242
Asbestos	429	276
Baie Comeau	752	563
Beauharnois	632	493
Buckingham	373	402
Causapscal	574	442
Chandler	750	597
Chicoutimi	1,410	1,662
Cowansville	345	213
Dolbeau	589	921

TABLE D-5—Registrations on Hand, by Local Office Areas, at October 31, 1966 (Concluded)

Office	Registrations on Hand	
	* Oct. 31 1966	Previous Year Oct. 29 1965
Drummondville	1,329	1,277
Farnham	411	197
Forestville	360	410
Gaspé	547	512
Granby	1,211	955
Hull	2,336	2,203
Joliette	2,119	1,791
Jonquière	1,792	1,947
Lachute	447	339
Lac-Megantic	555	564
La Malbaie	886	965
La Tuque	445	628
Lévis	1,894	1,755
Louiseville	415	521
Magog	340	477
Maniwaki	201	403
Matane	735	744
Mont-Laurier	351	363
Montmagny	618	598
Montréal	33,867	29,170
New Richmond	572	580
Port Alfred	464	487
Québec	10,582	8,312
Rimouski	1,405	1,293
Rivière-du-Loup	1,320	1,705
Roberval	1,004	1,050
Rouyn	1,201	1,179
Ste. Agathe des Monts	512	473
Ste. Anne de Bellevue	379	511
Ste. Thérèse	1,665	1,149
St. Hyacinthe	1,041	810
St. Jean	1,108	1,269
St. Jérôme	1,875	1,095
Sept-Îles	683	1,007
Shawinigan	2,149	2,366
Sherbrooke	3,443	3,106
Sorel	945	1,049
Thetford Mines	1,405	1,196
Trois-Rivières	2,403	2,266
Val-d'Or	972	770
Valleyfield	1,089	987
Victoriaville	982	997
Ville St. Georges	1,075	1,313
ONTARIO	97,464	83,317
Arnprior	124	98
Barrie	737	840
Belleville	1,403	768
Bracebridge	502	384
Brampton	646	819
Brantford	1,689	1,459
Brockville	296	220
Carleton Place	151	142
Chatham	1,008	923
Cobourg	398	387
Collingwood	342	390
Cornwall	1,359	1,216
Elliot Lake	253	158
Fort Erie	282	278
Fort Frances	141	211
Fort William	629	645
Galt	669	685
Gananoque	190	144
Goderich	125	149
Guelph	796	769
Hamilton	9,189	7,167
Hawkesbury	384	386
Kapuskasing	389	353
Kenora	435	365
Kingston	1,760	1,258
Kirkland Lake	415	481
Kitchener	1,235	1,189
Leamington	225	329
Lindsay	405	339
Listowel	63	46
London	2,924	2,828
Long Branch	2,143	2,074
Midland	428	301
Napanee	288	214
New Liskeard	237	217
Newmarket	785	533
Niagara Falls	1,104	992
North Bay	684	688
Oakville	758	736
Orillia	590	426
Oshawa	5,844	4,556
Ottawa	3,887	4,171
Owen Sound	762	508
Parry Sound	88	117
Pembroke	761	595
Perth	221	180
Peterborough	1,278	1,414
Picton	182	122
Port Arthur	729	980
Port Colborne	264	330
Prescott	158	244
Renfrew	236	179
St. Catharines	2,863	1,763
St. Thomas	378	427
Sarnia	1,000	1,153
Sault Ste. Marie	1,343	1,320
Simcoe	581	329
Smiths Falls	212	215
Stratford	337	203
Sturgeon Falls	100	254
Sudbury	1,366	1,648
Tillsonburg	166	192
Timmins	1,199	982
Toronto	28,961	21,991
Trenton	534	503
Walkerton	193	185
Wallaceburg	216	165
Welland	1,151	1,054
Weston	2,164	1,676
Windsor	3,801	3,976
Woodstock	308	278
MANITOBA	8,301	10,962
Brandon	782	711
Dauphin	312	312
Flin Flon	154	141
Portage la Prairie	293	283
The Pas	119	186
Winnipeg	6,641	9,329
SASKATCHEWAN	6,103	5,790
Estevan	60	57
Lloydminster	73	71
Moose Jaw	504	550
North Battleford	299	285
Prince Albert	643	669
Regina	2,050	1,709
Saskatoon	1,496	1,770
Swift Current	233	180
Weyburn	119	78
Yorkton	626	421
ALBERTA	13,017	12,301
Blairmore	53	199
Calgary	4,907	4,560
Drumheller	188	134
Edmonton	5,714	4,930
Edson	123	135
Grande Prairie	499	403
Lethbridge	605	928
Medicine Hat	455	545
Red Deer	473	467
BRITISH COLUMBIA	44,182	34,902
Abbotsford	634	478
Chilliwack	718	707
Courtenay	1,020	534
Cranbrook	514	401
Dawson Creek	476	474
Duncan	580	348
Kamloops	1,245	1,119
Kelowna	526	581
Nanaimo	1,316	651
Nelson	464	380
New Westminster	9,780	4,948
Penticton	835	862
Port Alberni	485	435
Prince George	1,652	1,250
Prince Rupert	1,283	935
Quesnel	881	349
Trail	441	506
Vancouver	16,083	15,951
Vernon	993	727
Victoria	4,130	3,048
Whitehorse	126	218
CANADA	300,013	260,637
Males	179,051	155,644
Females	120,962	104,993

*Preliminary. †Includes registrations reported by the Iles-de-la-Madeleine, Que. local office.

SOURCE: Manpower Division, Department of Manpower and Immigration.

E–Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Pensions Section, Labour Division, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act.* For further information regarding the nature of the data see Technical Note, page 48.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1966—August	4,536,000	4,348,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000
February	4,506 000	3,975,500	530,500
January	4,482,000	3,970,200	511,800
1965—December	4,444,000	4,026,000	418,000
November	4,365,000	4,120,400	244,600
October	4,286,000	4,115,600	170,400
September	4,287,000	4,129,700	157,300
August	4,313,000	4,140,500	172,500

TABLE E-4—Benefit Payments, by Province, September 1966

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	16,229	$402,722
Prince Edward Island	1,974	43,404
Nova Scotia	25,086	560,613
New Brunswick	20,769	486,300
Quebec	150,900	3,526,253
Ontario	189,319	4,661,674
Manitoba	14,866	325,015
Saskatchewan	8,671	188,058
Alberta	20,165	458,947
British Columbia and Yukon Territory	64,629	1,611,905
Total, Canada, September 1966	512,608	12,264,891
Total, Canada, August 1966	500,900	11,821,420
Total, Canada, September 1965	488,365	11,501,411

* Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, September 1966

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at End of Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposed of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,841	1,274	567	1,728	1,037	691	748
Prince Edward Island	272	180	92	322	233	89	79
Nova Scotia	3,155	2,098	1,057	3,353	2,265	1,088	933
New Brunswick	3,305	2,126	1,179	3,290	2,285	1,005	1,043
Quebec	22,724	15,482	7,242	23,553	14,828	8,725	7,324
Ontario	23,813	17,792	6,021	28,979	17,756	11,223	7,339
Manitoba	1,589	1,224	365	1,749	1,117	632	418
Saskatchewan	1,008	829	179	1,162	757	405	271
Alberta	2,867	2,285	582	3,270	2,182	1,088	751
British Columbia (incl. Yukon Territory)	12,394	8,382	4,012	12,775	8,295	4,480	4,523
Total, Canada, September 1966	72,968	51,672	21,296	80,181	50,755	29,426	23,429
Total, Canada, August 1966	83,637	62,793	20,844	85,980	45,331	40,649	30,642
Total, Canada, September 1965	71,837	48,294	23,543	74,034	46,880	27,154	27,137

* In addition, revised claims received numbered 26,231. † In addition, 28,339 revised claims were disposed of. Of these, 2,646 were special requests not granted, and 1,236 appeals by claimants. There were 5,745 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 30, 1966

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1–4	5–13	14–26	27 or more*	Aug. 31 1966	Sept. 30 1965
CANADA	164,877	72,153	44,313	29,629	18,782	187,172	157,323
Male	95,292	45,084	25,398	14,893	9,917	113,175	90,556
Female	69,585	27,069	18,915	14,736	8,865	73,997	66,767
NEWFOUNDLAND	5,171	2,043	1,778	803	547	4,875	3,536
MALE	3,846	1,644	1,426	497	279	3,535	2,394
FEMALE	1,325	399	352	306	268	1,340	1,142
PRINCE EDWARD ISLAND	645	342	180	67	56	739	590
Male	385	212	128	28	17	483	305
Female	260	130	52	39	39	256	285
NOVA SCOTIA	8,676	3,411	1,986	1,858	1,421	8,940	9,619
Male	5,952	2,507	1,372	1,190	883	6,176	7,196
Female	2,724	904	614	668	538	2,764	2,423
NEW BRUNSWICK	7,769	3,444	2,098	1,443	784	7,810	6,178
Male	5,299	2,377	1,509	969	444	5,436	4,105
Female	2,470	1,067	589	474	340	2,374	2,073
QUEBEC	50,436	23,019	12,631	9,651	5,135	53,132	48,846
Male	30,080	15,103	7,024	5,048	2,905	32,040	30,540
Female	20,356	7,916	5,607	4,603	2,230	21,092	18,306
ONTARIO	56,300	22,496	17,085	9,897	6,822	76,561	55,953
Male	29,249	11,891	9,512	4,424	3,422	45,649	29,269
Female	27,051	10,605	7,573	5,473	3,400	30,912	26,684
MANITOBA	4,247	1,469	1,198	832	748	5,138	5,491
Male	1,907	691	501	305	410	2,316	2,764
Female	2,340	778	697	527	338	2,822	2,727
SASKATCHEWAN	2,805	1,073	701	642	389	3,024	3,148
Male	1,085	422	235	224	204	1,267	1,202
Female	1,720	651	466	418	185	1,757	1,946
ALBERTA	6,012	2,759	1,419	1,067	767	5,652	6,683
Male	2,731	1,298	610	455	368	2,894	3,215
Female	3,281	1,461	809	612	399	2,758	3,468
BRITISH COLUMBIA	22,816	12,097	5,237	3,369	2,113	21,301	17,279
Male	14,758	8,939	3,081	1,753	985	13,379	9,566
Female	8,058	3,158	2,156	1,616	1,128	7,922	7,713

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 are subject to relatively large sampling variability.

F–Prices

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949=100)				
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1965—November	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5

NOTE: 1957 weighted.
Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of October 1966

	All-Items									
	October 1965	*September 1966*	*October 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	122.9	126.5	126.5	126.2	118.0	120.8	122.1	168.1	149.6	117.9
Halifax	134.5	138.9	139.0	139.0	137.7	137.7	139.5	178.4	173.4	128.2
Saint John	137.1	141.9	141.7	142.9	136.4	135.4	148.0	206.3	159.3	129.0
Montreal	138.5	142.9	142.6	148.2	139.2	120.2	167.6	188.0	160.9	129.6
Ottawa	138.5	145.3	144.9	146.3	140.8	133.7	166.7	191.8	153.5	134.2
Toronto	140.8	148.2	148.1	146.4	147.7	137.2	151.4	181.2	197.4	131.2
Winnipeg	135.3	140.5	140.6	144.2	131.8	134.9	141.5	195.9	152.8	140.1
Saskatoon-Regina	132.2	137.0	136.9	142.1	130.7	140.4	138.1	159.8	153.8	126.8
Edmonton-Calgary	130.6	135.9	136.2	136.9	130.8	137.9	136.4	187.5	149.4	122.5
Vancouver	135.4	139.6	140.0	141.4	137.8	131.3	152.7	162.9	156.7	124.9

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G–Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days.

The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see Aug. 1966, p. 492.

TABLE G-1—Strikes and Lockouts, 1961-1966

Month or Year	*Strikes and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
		Strikes and Lockouts	*Workers Involved*	*Duration in Man-Days*	
				Man-Days	*Per Cent of Estimated Working Time*
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
*1965	452	476	171,858	2,323,750	0.17
*1965—October	39	87	16,080	161,560	0.15
November	29	78	11,387	107,760	0.08
December	21	58	9,185	86,460	0.07
*1966—January	32	66	15,878	139,450	0.12
February	33	76	18,403	237,920	0.21
March	54	90	30,079	354,250	0.27
April	64	108	50,838	441,130	0.38
May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	216,080	968,260	0.70
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16

* Preliminary.

TABLE G-2—Strikes and Lockouts, October 1966, by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Forestry	1	300	2,480
Mines	9	1,047	11,490
Manufacturing	55	19,661	153,870
Construction	10	1,850	9,200
Transpn. & utilities	9	1,444	10,560
Trade	3	259	5,180
Finance	—	—	—
Service	5	305	1,550
Public administration	2	140	1,270
ALL INDUSTRIES	94	25,006	195,600

TABLE G-3—Strikes and Lockouts, October 1966, by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	2	368	1,660
Prince Edward Island	—	—	—
Nova Scotia	5	1,440	7,400
New Brunswick	1	181	800
Quebec	29	7,277	79,810
Ontario	44	14,040	81,250
Manitoba	—	—	—
Saskatchewan	2	139	1,040
Alberta	1	29	30
British Columbia	7	1,183	19,790
Federal	3	349	3,820
ALL JURISDICTIONS	94	25,006	195,600

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1966 (Preliminary)

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			October	Accumulated		
FORESTRY						
La Compagnie Price Ltée., Various Locations, Que.	Forest Workers Farmer's Union (Ind.)	300	2,480	2,480	Oct. 17 —	Wages, hours, statutory holidays, vacations—
MINES						
Metals						
Quebec Iron & Titanium Co., Hâvre St-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	209	3,970	15,330	July 16 Oct. 30	Wages, health and welfare plan, statutory holidays, vacations— Wage increases; 2 wks. vacation after 3 yrs., 3 wks. after 10 yrs., other improved benefits.
Solbec Copper Mines Ltd., Stratford Centre, Cté. Wolfe, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	160	2,670	5,100	Sept. 9 —	Wages—
Kidd Copper Mines, Worthington, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	142	2,130	3,550	Sept. 19 Oct. 25	Delay in signing new agreement —Return of workers.
Rio Algom Nordic Mine,* Elliot Lake, Ont.	Steelworkers Loc. 5762 (AFL/CIO/CLC)	160	40	40	Oct. 18 Oct. 18	Grievances—Return of workers.
Nigadoo River Mines Ltd., Ste. Rosette, N.B.	Mine, Mill and Smelter Workers Loc. 1043 (Ind.)	181	800	800	Oct. 22 —	Wages in first agreement—
MANUFACTURING						
Food and Beverages						
Canada Packers Ltd., Toronto, Ont.	Packinghouse Workers Loc. 114 (AFL-CIO/CLC)	1,697	—	95,690	July 18 Oct. 3	Wages, hours—55c. an hr. increase over a 3-yr. agreement; other improved benefits.
Canada Packers Ltd., Montreal, Que.	Packinghouse Workers Loc. 357 (AFL-CIO/CLC)	803	—	40,950	July 20 Oct. 3	Wages, hours, vacations—58c. an hr. increase for men, 60c. an hr. for women over a 30-mo. contract; reduction in hours from 40 to 37, other improved benefits.
Canada Packers Ltd., Hull, Que.	Packinghouse Workers Loc. 314 (AFL-CIO/CLC)	207	—	11,980	July 20 Oct. 3	Wages, hours—55c. an hr. increase over a 3-yr. agreement.
Canada Packers Ltd., Winnipeg, Man.	Packinghouse Workers Loc. 216 (AFL-CIO/CLC)	365	—	27,020	July 20 Oct. 3	Wages, hours—55c. an hr. increase over a 3-yr. agreement; 3 wks. vacation after 3 yrs., 4 wks. after 18 yrs., 5 wks. after 30 yrs., other benefits.
Calgary Packers, Calgary, Alta.	Packinghouse Workers Loc. 421 (AFL-CIO/CLC)	205	—	10,620	July 20 Oct. 2	Wages, fringe benefits—55c. an hr. increase over a 3-yr. agreement; other improved benefits.
Canada Packers Ltd., Edmonton, Alta.	Packinghouse Workers Loc. 243 (AFL-CIO/CLC)	425	—	29,500	July 20 Oct. 3	Wages, hours—25c. an hr. increase immediately, 20c. an hr. Apr. 1, 1967, 10c. Apr. 1, 1968.
Canada Packers Ltd., Vancouver, B.C.	Packinghouse Workers Loc. 162 (AFL-CIO/CLC)	244	—	10,720	July 20 Oct. 3	Wages, hours—55c. an hr. increase over a 3-yr. agreement; other benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1966 (Preliminary) (Continued)

Industry, Employer Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			October	*Accumulated*		
Coronation Foods Corp., Ste-Thérèse, Qué.	CLC-directly chartered	103	210	730	Sept. 26 Oct. 5	Union recognition—15c. an hr. wage increase; further negotiations.
Rubber						
Dominion Rubber Co. Ltd., St. Jérôme, Qué.	Rubber Workers Loc. 642 (AFL-CIO/CLC)	1,200	10,800	44,400	Aug. 23 Oct. 17	Wages, holidays, hours, vacations — Wage increases; other improvements.
Textiles						
Cosmos Imperial Mills Ltd., Yarmouth, N.S.	United Textile Workers Loc. 152 (AFL-CIO/CLC)	372	3,350	28,850	July 5 Oct. 17	Wages, hours—23c. an hr. increase over a 32-mo. agreement; introduction of four shifts in work week.
Millhaven Fibres Ltd., Millhaven, Ont.	Oil Workers Locs. 9670 & 9692 (AFL-CIO/CLC)	795	2,920	47,980	July 12 Oct. 6	Wages, fringe benefits—$60 retroactive pay to May 1, 1966, 20c. an hr. increase immediately for tradesmen, 16c. for unskilled, 9c. an hr. increase Apr. 1, 1967, 15c. Feb. 15, 1968; other benefits
Wood						
Dominion Ayers Ltd., Lachute, Que.	Building Workers' Federation (CNTU)	233	4,430	14,490	Aug. 3 Oct. 31	Wages, working conditions—Wage increases; other improvements.
Armstrong Cork Canada Ltd., Montreal, Que.	Chemical Workers' Federation (CNTU)	251	5,020	10,310	Sept. 13 —	Wages in a first agreement—
Commonwealth Plywood Co. Ltd., Ste-Thérèse, Que.	Upholsterers Loc. 188 (AFL-CIO/CLC)	165	170	170	Oct. 13 Oct. 14	Wages, hours—Return of workers.
Commonwealth Plywood Co. Ltd., Ste. Thérèse, Qué.	Upholsterers Loc. 188 (AFL-CIO/CLC)	165	1,490	1,490	Oct. 19 —	Not reported—
Paper						
Columbia Cellulose Co. Ltd., Prince Rupert, B.C.	Pulp and Paper Workers Loc. 4 (Ind.)	722	14,440	26,710	Sept. 8 —	Alleged unjust dismissal of six workers—
La Compagnie Price Ltée., Alma, Que.	Pulp and Paper Workers' Federation (CNTU)	611	790	790	Oct. 6 Oct. 11	Grievance—Return of workers pending decision of arbitrator.
Domtar Pulp & Paper, Windsor, Que.	Pulp and Paper Workers' Federation (CNTU)	165	250	250	Oct. 24 Oct. 26	Alleged unjust lay-off of two workers—Return of workers.
Hinde & Dauch, Division Domtar Packaging Ltd., Montreal, Que.	Chemical Workers Loc. 314 (AFL-CIO/CLC)	260	260	260	Oct. 29 —	Wages—
Domtar Pulp & Paper, Windsor, Que.	Pulp and Paper Workers' Federation (CNTU)	101	100	100	Oct. 31 —	Alleged violation of an agreement clause over promotion of worker—
La Cie Price Ltée., Jonquière, Qué.	Pulp and Paper Workers' Federation (CNTU)	330	330	330	Oct. 31 —	Alleged violation of an agreement clause over promotion of one worker—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1966 (Preliminary) (Continued)

Industry, Employer Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			October	*Accumulated*		
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	368	7,500	260,350	July, 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	498	9,960	48,430	June 15 —	Wages, welfare benefits—
Dosco Steel, Ltd., Montreal, Que.	Steelworkers Loc. 2423 (AFL-CIO/CLC)	1,139	7,670	7,670	Oct. 21 —	Wages, change in working schedules—
Metal Fabricating						
Dominion Magnesium Ltd., Haley, Ont.	Steelworkers Loc. 4632 (AFL-CIO/CLC)	334	4,010	23,870	July 15 Oct. 20	Signing of a new agreement—12c. an hr. increase first yr., 10c. an hr. second yr.; other benefits.
Machinery						
Truscon Division, LaSalle, Que.	Steelworkers Loc. 5063 (AFL-CIO/CLC)	250	1,750	4,250	Sept. 19 Oct. 13	Wages—50c. an hr. increase over a 3-yr. agreement; other improved benefits.
Massey Ferguson Brantford Ltd., Brandford, Ont.	Auto Workers Loc. 458 (AFL-CIO/CLC)	950	1,350	1,350	Oct. 20 Oct. 23	Objection to company time study—Return of workers pending further negotiations.
Transportation Equipment						
General Motors of Canada Ltd., Ste-Thérèse Ouest, Que.	Auto Workers Loc. 1163 (AFL-CIO/CLC)	591	13,260	28,700	Sept. 1 —	Wages, working conditions in first agreement—
Ford Motor Company of Canada Ltd., Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	5,550	13,880	13,880	Oct. 3 Oct. 5	Grievances—Return of workers.
Kelsey Wheel Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	650	1,630	1,630	Oct. 17 Oct. 20	Disciplinary suspension of one worker—Return of workers.
Electrical Products						
Northern Electric Company Ltd., London, Ont.	Northern Electric Employees Unit 5 (Ind.)	1,288	13,310	18,460	Sept. 27 Oct. 18	Wages—15c. an hr. increase retroactive to Mar. 1, 1966, 10c. an hr. Feb. 1967, 5c. Aug. 1, 1967; other improved benefits.
Franklin Manufacturing Co. (Can.) Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	528	590	590	Oct. 7 Oct. 11	Displacement of a union officer —Return of workers.
The Canadian Coleman Company Ltd., Toronto, Ont.	CLC-directly chartered	245	2,450	2,450	Oct. 18 —	Wages in new agreement—
Non-Metallic Mineral Products						
Iroquois Glass Industries Ltd., Candiac, Que.	Glass and Ceramic Workers Loc. 250 (AFL-CIO/CLC)	470	2,820	2,820	Oct. 22 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1966 (Preliminary) (Concluded)

Industry, Employer Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			October	*Accumulated*		
CONSTRUCTION						
Quigley Construction Company Ltd., Hamilton, Ont.	Teamsters Loc. 879 (Ind.)	120	2,400	3,600	Sept. 17 —	Wages, union security—
Poole-Comstock, Wabamun, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	150	—	380	Sept. 28 Oct. 3	Alleged unjust dismissal of three workers—Union persuaded men to return to work.
Bedard Girard Mechanical Ltd., Abercrombie, Pictou Co., N.S.	Plumbers (AFL-CIO/CLC)	925	3,700	3,700	Oct. 3 Oct. 7	Dismissal of three workers for cause—Return of workers, when dismissal workers reinstated.
Beamer & Lathrop Ltd., Hamilton, Ont.	Various unions	229	1,600	1,600	Oct. 21 —	Jurisdictional dispute between unions—
Canadian Bechtel Co. Ltd., Temagami, Ont.	Various unions	475	790	790	Oct. 22 Oct. 26	Disciplinary dismissal of one worker—Return of workers.
TRANSPORTATION AND UTILITIES						
Transportation						
Taggart Services Co.* Various locations in Ontario and Quebec	Teamsters various locals (Ind.)	182	3,640	11,230	Aug. 3 —	Signing of agreement—
Pacific Great Eastern Railway Company, Various locations, British Columbia.	Various unions	387	3,870	5,810	Sept. 26 Oct. 19	Wages—Wage increases; other improvements.
Communication						
Avalon Telephone Co. Ltd., Province-wide, Newfoundland.	I.B.E.W. Loc. 1615 (AFL-CIO/CLC)	314	1,570	9,100	Aug. 29 Oct. 11	Wages—20c. an hr. increase eff. Oct. 15, 1966, 7½c. Apr. 1967, 7½c. Oct. 1967, 5c. Jan. 1968.
Moore Municipal Telephone System, Courtright, Ont.	I.B.E.W. Loc. 530 (AFL-CIO/CLC)	500	1,000	1,000	Oct. 3 Oct. 5	Refusal to cross picket line of another union on project—Return of workers.
TRADE						
Crane Canada, Ltd., Port Hope, Ont.	Steelworkers Loc. 4115 (AFL-CIO/CLC)	216	4,320	18,190	June 30 —	Wages, welfare benefits, vacation—
SERVICE						
Education						
University of Windsor, Windsor, Ont.	Public Employees Loc. 1001 (CLC)	152	300	300	Oct. 12 Oct. 14	Dissatisfied with contract negotiations—Return of workers.

* Federal Jurisdiction.

H–Employment Fatalities

TABLE H—Employment Fatalities in Canada During Third Quarter of 1966

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
*By Industry and Age Group**													
14–19	2	2	1	4	1	4	1	4	—	—	—	19	6.9
20–24	—	3	—	1	6	7	4	3	—	—	—	24	8.7
25–44	6	14	2	6	15	47	25	8	—	2	4	129	46.5
45–64	7	6	2	13	11	27	19	2	—	4	2	93	33.6
65+	3	—	—	—	1	4	2	1	—	1	—	12	4.3
By Industry and Occupation†													
Farmers (a)	17	—	—	—	—	—	—	—	—	—	—	17	6.1
Loggers (b)	—	20	—	—	1	—	—	—	—	—	—	21	7.6
Fishermen (c)	—	—	3	—	—	—	—	—	—	—	—	3	1.1
Miners (d)	—	—	—	16	—	1	—	—	—	—	—	17	6.1
Craftsmen (e)	1	1	—	2	22	46	21	8	—	—	1	102	36.8
Labourers (f)	—	—	—	1	6	36	3	3	—	1	—	50	18.1
Transport (g)	—	2	2	1	4	2	25	4	—	1	—	41	14.8
Managerial	—	1	—	2	1	—	—	—	—	1	1	6	2.2
Professional (h)	—	—	—	2	—	—	1	—	—	—	—	3	1.1
Clerical	—	—	—	—	—	1	—	—	—	—	—	1	0.4
Sales	—	—	—	—	—	1	—	3	—	—	—	4	1.4
Service (i)	—	1	—	—	—	2	1	—	—	4	4	12	4.3
By Industry and Type of Accident‡													
Struck by objects (j)	1	13	—	7	12	24	2	3	—	—	2	64	23.1
Falls and slips (k)	1	7	3	5	12	38	6	1	—	1	1	75	27.1
Collisions, derailments (l)	3	2	—	3	3	5	23	6	—	—	1	46	16.6
Caught in, on, between (m)	8	3	—	7	2	6	4	3	—	2	1	36	13.0
Inhalations (n)	—	—	—	2	1	—	—	—	—	—	—	3	1.1
Conflagrations (o)	—	—	2	—	3	3	2	4	—	3	—	17	6.1
Electric current (p)	1	—	—	—	—	9	8	—	—	—	—	18	6.5
Over-exertion (q)	—	—	—	—	1	3	3	—	—	—	—	7	2.5
Striking against (r)	—	—	—	—	—	—	1	—	—	—	—	1	0.4
Miscellaneous (s)	4	—	—	—	—	1	2	1	—	1	1	10	3.6
TOTALS**	18	25	5	24	34	89	51	18	—	7	6	277	100.0
Per cent of totals	6.5	9.0	1.8	8.7	12.3	32.1	18.4	6.5	—	2.5	2.2	100.0	

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 204 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 73 were obtained from other sources.

Technical Note to "D" Tables

The registrations at Canada Manpower Centres appear in Table 5 and are comparable to the statistics that were shown for NES local offices in previous issues of the LABOUR GAZETTE. Because the reporting system for the Centres is designed for operational purposes, the statistics given must be interpreted in the light of the effect that operating practices have on statistical data.

The data are assembled by the Centres in two basic forms. The first is by broad industrial groups based on the Standard Industrial Classification Manual of the Dominion Bureau of Statistics, 1948. Statistics tabulated from this source reflect the total work load (vacancies notified, registrations for employment, placements, etc.) during a given reporting period, and Tables D-2 and D-3 are compiled from these data. The second is by broad occupational groups. These groups are based on the occupational classifications of the Dictionary of Occupational Titles (published by the United States Employment Service), and the Canadian Supplement.

Designed for personnel selection work, this classification system differs from other methods of grouping occupations, such as the one used in the Census. The Canada Manpower Centres prepare monthly inventories of unfilled orders for workers and applicants registered for employment. These inventories are compiled by occupational groupings, and they are the source from which the data in Tables D-1, D-4 and D-5 are derived. It is important to note that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the basic reports, and an even greater consolidation being effected in the "D" tables.

Users of these statistics should be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, although Canada Manpower Centres coverage of persons looking for work is quite extensive, and a good over-all indicator of movements in total labour supply, the coverage in the various occupational groups (Table D-4) is not uniform, and data may not therefore be representative of labour supply within individual occupational groups.

Finally, there is no legal requirement for employers to notify Canada Manpower Centres of job vacancies, so the coverage of vacancies is far from complete. Thus, the "vacancies notified" series does not provide an accurate indication of the extent of labour demand. Although it is reliably estimated that Manpower Centres are notified of upwards of 30 per cent of all job vacancies, the actual percentage varies widely between different industries, occupations and geographic areas.

The following comments pertain specifically to Tables D-1 to D-5:

Table D-1

(a) Unfilled Vacancies represents an inventory of employers' vacancies unfilled at the close of business on the day indicated. Deferred vacancies—those on which employers are not prepared to accept referrals within 31 days—are excluded from this series. Canada Manpower Centres act on vacancies as soon as possible after they are received, so that unfilled vacancies represent only a proportion of the vacancies listed by the Centres and consist of three main groups: (1) those reported to the office shortly before the inventory is taken; (2) those on which applicants have been referred but on which employers have not yet confirmed placements; (3) those that are difficult to fill because of a local (or wider) occupational shortage, or because of particular working conditions.

Unfilled Vacancies is, consequently, a biased sample of vacancies notified.

(b) Registrations on Hand represents an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but who are seeking other work, or those who have registered for employment in advance of their availability.

Table D-2

(a) Registrations Received consists of both new and renewal applications for employment received during the period. An individual may register more than once in a period, so the figures do not therefore reflect the total number of persons registering in a reporting period.

(b) Vacancies Notified is the total of job openings reported to Canada Manpower Centres during the period indicated.

(c) Placements Effected shows the total of job vacancies filled by workers referred by Canada Manpower Centres during the reporting period. As a proportion of the vacancies is for work with a duration of less than the reporting period, an individual worker may account for more than one placement.

Table D-3

This table presents a breakdown by broad industrial groups of the placements reported in Table D-2. Year-to-year changes do not necessarily reflect changes in total demand or employment, as such changes can result from seasonal shifts in hirings, variations in labour turnover rates, or even a difference in the number of working days in the month from one year to the next. Also, placement coverage varies considerably from industry to industry.

Table D-4

This table shows a breakdown by sex and broad occupational groups of the inventory of registrations on hand (see item (b) in note to D-1 above). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

Table D-5

This table presents registrations on hand at Canada Manpower Centres. The figures do not relate exclusively to the municipalities concerned, but reflect the total registations on hand from the areas served by the Canada Manpower Centres shown in the Table.

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Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Price $1.00, Cat. No. L1-1965.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-765.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1965. Price 75 cents, Cat. No. L2-15/1965.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Cover Photograph

Construction workers scaling reinforcing rod blanket during the construction of the erosion-prevention wall beneath the downstream face of the Manicouagan Dam, Quebec. The safety provisions protecting workers in jobs under federal jurisdiction are set out in a feature article on the new Canada Labour (Safety) Code on page 82.

—NFB Photo

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Canada Labour (Safety) Code

Primary purpose of the new law is to ensure safe working conditions for all employees in industries and undertakings under federal jurisdiction

The Canada Labour (Safety) Code, which was passed by Parliament at the end of 1966, is the first general safety act in the history of Parliament. Although there have been a number of laws and provisions that may affect employment safety, there has been no law whose primary purpose was to ensure safe working conditions for all employees in industries and undertakings under federal jurisdiction.

The first and most important purpose of the Safety Code is to reduce human suffering. It is reckoned that each year about 70,000 persons under federal jurisdiction are injured at their work, and on the average, one person is killed on the job every other working day.

Besides the human aspect of such accidents, the money cost, as measured by the amount paid out in workmen's compensation, is running at the rate of about $1,000,000 each working day for all Canadian industry. The total time lost in Canada in 1965 on account of injuries received at work is estimated at 7,000,000 man-days, a total about four times the average annual loss of time due to work stoppages during the period 1961-65. Even in 1966, a year in which the amount of time lost through work stoppages was unusually high, it will probably prove, when statistics are compiled, to be only about half that lost through accidents on the job.

The statement that, before the enactment of the new Code, there was no law whose primary purpose was to ensure safe working conditions for employees in industries under federal jurisdiction, does not mean that such employees have not been protected by any safety standards and inspection services. They have been protected in one of two ways.

First, a number of federal laws, such as those that regulate the main transportation systems, have dealt with safety in employment. The Railway Act, the Canada Shipping Act, and the Aeronautics Act, for example, together have applied to a large part of the employment that came under federal jurisdiction. But they are primarily concerned with the operation of trains, ships and aircraft; and, generally speaking, do not deal with the non-operational activities of the transportation companies. The new act was designed to close these and other gaps.

The second way in which employees under federal jurisdiction have been protected has been by the co-operation and help received from provincial safety authorities. In many federal premises, provincial officials have inspected boilers, elevators, electrical installations, and so on, as a matter of courtesy and without the power to enforce their recommendations. Provincial practices and regulations also vary widely and can be applied to federal undertakings in only a limited way.

"The Code will enable us to formulate and enforce appropriate standards and practices, and so regulate work places in accordance with the most advanced safety and health requirements," the Minister of Labour said in a recent statement about the enactment of the Code.

Support

Organized labour had taken a "very constructive interest" in the safety legislation and had heartily approved its principles and objectives, the Minister said. The Canadian Labour Congress, in its brief to the Parliamentary standing committee on labour and employment, had expressed the opinion that the proposed legislation was generally sound, and that many of its provisions would prove effective; and other trade union bodies had spoken in the same vein.

Some employers' associations, also, had shown an interest in the measure and had promised co-operation in the development of standards and practices.

These assurances were welcome because "the aims of the safety code are not self-implementing." The active support and interest of the people and organizations concerned was necessary. It was, in fact, necessary for both labour and management to "improve their performance in promoting safety consciousness and adhering to safe work practices."

Features of the Code

The following five features of the Safety Code may be pointed out:

1. Unlike many existing laws that relate only to certain hazards, equipment, industries or operations, the new code provides for all the elements of a complete industrial safety program, including research and safety education.

2. The Act does not itself go into details about safety standards and regulations. It sets out the general obligation of both employers and employees to carry out their respective functions and duties in a safe manner, and then authorizes the making of comprehensive regulations for dealing with the problems of occupational safety.

3. The Code complements other federal laws and also provincial legislation. It will not take anything away from these other authorities. On the contrary, it should help them by strengthening the safety movement in Canada generally.

4. While the regulations are being drawn up under the Code, and afterwards while they are being administered, almost continuous consultation will be going on among federal and provincial

government departments, and representatives of industry and organized labour. Full use will be made of advisory committees and special task forces.

5. The Code provides for research into the causes and prevention of accidents, and for an extended program of safety education.

The Department expects that a large federal field staff will not be needed to enforce the Code, but a number of regional offices will be created. It is hoped that arrangements can be made with the provincial governments for their safety officials to be empowered to act under authority of the Code and thus be employed to inspect federal premises and carry out other duties.

Industries Covered

The coverage of the Code is similar to that of the Canada Labour (Standards) Code. Subject to any other federal act or regulations, it will apply to employment in industries under federal jurisdiction and to certain crown corporations. But it will not generally apply to employment on, or in connection with the operation of ships, trains or aircraft, since this employment is already covered by the three acts mentioned early in this article.

The Code applies to employers and employees in works, undertakings or businesses connecting one province with another province or with another country. These are: interprovincial or international transport and communication systems, including railways (other than on trains), highway transport, pipelines, canals, ferries, tunnels and bridges, and telephone, telegraph and cable systems.

The Code furthermore applies to: services connected with shipping other than employment on ships; radio and television broadcasting; air transport and aerodromes, but not to employment in connection with the operation of aircraft; all banks; and primary fishing, when the fishermen work for wages.

The Code also covers employment in those works, undertakings, or businesses that, although wholly within one province, have been declared by Parliament to be "for the general advantage of Canada, or for the advantage of two or more of the provinces." Such undertakings include: uranium mining and processing; grain elevators; flour and feed mills; feed warehouses and seed cleaning mills; certain railways operating solely in one province; the Hudson Bay Mining and Smelting Company Limited (at Flin Flon, on the Saskatchewan-Manitoba border); the works and undertakings of the Yellowknife Telephone Company; and the works and undertakings of the British Columbia Telephone Company Limited.

Public Service of Canada

In a statement made to the Parliamentary Standing Committee on Labour and Employment during consideration of the bill, the Minister of Labour said, "The bill does not cover the public service of Canada because the people who pay the bill for the Government, namely, the Treasury Board, are treated more or less as another employer, and we come in to make sure that the standards that are adopted are enforced.

"With respect to working conditions generally, the Government, as they did in the case of the Canada Labour (Standards) Code, will take the necessary steps to ensure that all government employment comes within the principles of this bill, as is the case under the Labour Standards Code. . . . I think it is of the utmost importance that the Government, and all branches of Government, live up to the letter and the spirit of the bill if it becomes law; that is so for both humanitarian, and, I think, for economic reasons."

It has been indicated that, with respect to working conditions generally, the Government as an employer will take such measures as employers subject to the Code are required to take in order to safeguard the health and safety of their employees. Furthermore, the Government will carry out a continuing program designed to examine and deal with safety hazards in the public service.

In carrying out this policy, the Treasury Board will rely in the main on the technical and other services that will be established by the Canada Department of Labour to administer the new safety Code.

Regulations

Although, as already mentioned, the Code does not go into details about safety standards and regulations, it does give a general description of the kind of regulations that the Governor in Council is authorized to make.

Among other matters, the regulations may deal with: the structural design and maintenance of buildings and other works; the use, operation and maintenance of boilers and pressure vessels, elevators and other lifting devices; electrical equipment and gas or oil burning, or other heat-generating equipment; the guarding and fencing of machinery, equipment and places; the handling, transportation, storage and use of substances or devices dangerous to the safety or health of employees; and the adoption or implementation of appropriate safety codes.

Health and welfare matters that may be dealt with by regulation include: the ventilation, lighting and temperature of places of employment, including the minimum amount of space for employees; the provision and maintenance of supplies of drinking water, and of sanitary and other facilities for the well-being of employees.

Regulations may be authorized prescribing the age, health and physical requirements, and the qualifications of persons who may be employed in particular occupations.

Among other matters that may be prescribed by regulation are requirements with respect to protective clothing and devices, and first-aid facilities and first-aid training.

Any regulations issued may be made to apply to all federal works, or to one or more, or to a specified class of undertakings.

The Minister of Labour is responsible for the administration of the new Code, which will be implemented by the department's Accident Prevention and Compensation Branch. Besides being authorized to form consultative or advisory committees composed of representatives of employers and employees to assist in establishing safety standards, the Minister may institute inquiries into occupational safety problems or situations in any federal undertaking.

Safety officers may be appointed whose duties will be similar to those of provincial safety inspectors. The Minister is also empowered to appoint regional safety officers.

With the approval of the Governor in Council, the Minister may enter into an agreement with any province or provincial body specifying the terms and conditions under which a provincial employee may act as a safety officer under the Code.

In the exercise of his duties, a safety officer will have powers similar to those of safety officers in other jurisdictions. He may enter premises, question employees apart from the employer, inspect books and records, take extracts, and require employers to furnish statements respecting conditions of work affecting the safety or health of the employees.

In exceptional circumstances where there is some imminent danger to employees, the safety officer may issue a written directive requiring the employer to take remedial action within a specified time. In an emergency, the officer may prohibit the use of the place, matter or thing until his directions have

Continued on page 135

50 Years Ago

Coal was scarce, and railway passenger service had to be curtailed owing to a labour shortage

Letter carriers ask for a wage increase of 50 cents a day

A shortage of coal in many parts of the country, and a widespread curtailment of passenger traffic on the railways owing to a shortage of labour were frequently mentioned in the LABOUR GAZETTE of February 1917. The shortage of coal appeared also to be the result of a scarcity of labour, although it was reported that in Fernie, B.C., and in some mines in Alberta, a strike of about 6,000 miners had seriously curtailed production. The strike was settled at the end of January with the promise of a 9½-per-cent increase in wages.

The Nova Scotia coal mines were reported to be working steadily, except for a short strike at one mine over the alleged unfair dismissal of miners, and some complaints about working conditions. The Acadia Coal Company's mines were working steadily, but were able to fill only about two thirds of their orders. "Coal mines at Minto, N.B., were turning out a larger supply than usual, but were not working to capacity owing to the shortage of labour."

The curtailment of passenger service on the railways was said to be due to the priority that was being given to the movement of freight. Delivery of large quantities of Pennsylvania coal was being delayed by transport difficulties. In Montreal, the Grand Trunk Railway placed an embargo on local freight because of the congestion of traffic. Other industries were also being hampered by shortage of labour.

Wages continued to rise. Fifteen hundred longshoremen in Saint John got an increase of 5 cents an hour on January 1, making the new rate 35 cents an hour for day work and 40 cents for night work. Wages of motormen and conductors of the Halifax Tramway Company were voluntarily raised 10 per cent by the company. In Parry Sound, the British Carbide Company increased the wages of 1,000 carpenters by 10 cents an hour. Sergeants and police constables in Kingston got an increase in salary of $100 a year, and labourers employed by the Works Department of the City of Niagara Falls had their wages increased 25 cents a day.

At the annual submission of the Trades and Labour Congress to the Prime Minister and his cabinet in January, this journal reported that J. W. Bruce, representing the plumbers and steamfitters, urged assistance to settlers in the form of agricultural credits. He also put forward a proposal that election day should be made a statutory holiday, or alternatively that workmen should be given more time to vote. John W. Bruce, O.B.E., retired in January 1963 in his 88th year after 52 years of service as general organizer of the Plumbers' and Steamfitters union (L.G., 1963, p. 196).

One of the requests made at this meeting with the Dominion Cabinet was for a wage increase of 50 cents a day for letter carriers. It was presented by a spokesman for the Federated Association of Letter Carriers. In his reply to the deputation, Prime Minister Sir Robert Borden said that this request would be brought to the attention of the Postmaster General.

P. M. Draper, Secretary of the TLC, urged the enactment of an eight-hour day law for all industries, but the GAZETTE did not say whether the Prime Minister made any reply to this proposal.

A report on immigration to the United States published by the U.S. Department of Labor, which was summarized by the LABOUR GAZETTE, said that, during the 1914 fiscal year, 1,218,480 "aliens" had entered the country as immigrants. During the period 1905 to 1914, immigration had averaged 1,012,-194. In 1915, it had dropped to 326,700, and in 1916 only 298,826 aliens had entered the country.

The report of the Bureau of Immigration called attention to the question of Oriental immigration, and pointed out that when this immigration started again, the history of previous large immigrations would be repeated. The Bureau said that the matter demanded attention in advance, and that one matter that especially needed to be considered was that the machinery for the enforcement of the Chinese exclusion law was not adequate or well adapted to its object.

Attention was also drawn to the fact that, under the naturalization law of the United States, a person of the Mongolian race could not become a citizen no matter how long he resided in the country; yet a person of that race who born in the country was vested with American citizenship by the accident of birth.

Cigarmakers in Hamilton, London, and Montreal went on strike on November 16, 1916 for an increase in wages of $1 a thousand for making 10-cent cigars and 50 cents a thousand for making 5-cent cigars. A settlement of the strike that involved 268 employees in Hamilton, 106 employees in London, and 172 employees in Montreal was reached on January 11, and it resulted in the granting of the strikers' demands in full.

A short strike of 37 machinists and apprentices in Galt, Ont., early in January was caused by the objection of the workers to the employment at machine work of a certain employee known as a "handyman." The apprentices complained that this man was learning the trade under better terms than they were, and when they went on strike, the machinists also struck in sympathy. The strike ended after two days when the handyman "left the establishment."

At about the same time, 244 employees of the Algoma Steel Corporation in Sault Ste. Marie went on strike because they objected to working a 12-hour shift in what they said was an improperly ventilated engine house. They demanded an eight-hour shift, but the strike was settled after three days, when the company agreed to adopt a nine-hour shift.

Agreement with foremen ends strike at B.C. ports

A stoppage of work involving a number of stevedoring companies at British Columbia ports, caused by a strike of 190 longshore foremen that began on November 17, was brought to an end by agreement between the companies and the foremen. The settlement was announced in the Commons by the Minister of Labour on December 8, as the Government was preparing to introduce a bill that would have placed operations on British Columbia waterfronts under a public administrator.

The foremen went on strike after the Canada Labour Relations Board had rejected, for the second time, the application of Local 514 of the International Longshoremen's and Warehousemen's Union to be certified as their bargaining agent. The Board refused the application on the ground that the foremen were supervisory personnel, and as such were not eligible to be certified as a bargaining unit.

When the foremen set up a picket line, the longshoremen, who were members of the same union, refused to cross it. The British Columbia Maritime Employers' Association thereupon applied to the British Columbia Supreme Court for an injunction against picketing by the foremen, and the injunction was granted on November 21.

When the foremen's pickets were withdrawn in consequence of the injunction, the longshoremen returned to work, but engaged in what the employers contended was a slowdown.

In consequence, the companies finally refused to hire longshoremen unless the union gave its assurance that its 4,000 members would give "a good day's work for a good day's pay." This resulted in the suspension of all work on the waterfronts. The employers' association also announced that it would sue the union for damages in consequence of the slowdown.

Settlement Unexpected

The Minister of Labour and officials of his department tried for some time to bring about a settlement, but without success; and word of the final settlement came unexpectedly.

The agreement between the stevedoring companies and the foremen provided:

—for the establishment of a grievance procedure for foremen;

—for the appointment by the Minister of Labour of an industrial inquiry commission under Section 56(2) of the Industrial Relations and Disputes Investigation Act:

—that there should be no change in the conditions of employment of the foremen pending the report of the industrial inquiry commission;

—that all pending lawsuits and appeals by the parties arising out of the dispute should be immediately terminated and that no more lawsuits should be undertaken except against third parties:

—that no grievances concerning the dispute should be raised against the longshoremen under their agreement; and

—that port operations should be resumed forthwith.

The grievance procedure provided that a foreman might submit a grievance personally or through a representative, and that if the grievance were not settled to his satisfaction, it should be submitted to a single arbitrator to be chosen by agreement between the parties, or lacking such agreement, to be appointed by the Minister of Labour for Canada. The award of the arbitrator was to be binding on both parties, and the costs of the arbitration were to be paid by the employer if the foreman's case were upheld, or by the foreman if it were found to be without merit. It was also provided that the arbitrator might order the costs to be shared between the parties.

Industrial Inquiry Ordered

The Minister of Labour on December 15 announced that the industrial inquiry into the dispute would be conducted by Mr. Justice C. Rhodes Smith of the Manitoba Court of Appeal, a former Minister of Labour for Manitoba and a former chairman of the Canada Labour Relations Board. Mr. Justice Smith would be assisted by two assessors: H. J. C. Terry, Vancouver, former president of Northland Navigation Company; and Joseph Morris, Executive Vice-President of the Canadian Labour Congress.

Besides looking into the dispute, the commission was to make recommendations designed to prevent such disputes in future.

Parliament on December 12 passed an amendment to the Canada Labour (Standards) Code to ensure that all longshoremen would get eight paid holidays a year. Before being amended, the Code had stipulated that an employee was not entitled to a holiday with pay if it occurred during his first 30 days of employment with a certain employer, or if he had not worked at least 15 days during the 30 calendar days immediately preceding the holiday. Longshoremen, the Minister of Labour explained during debate on the amendment in the House, often worked for several employers during a 30-day period, and thus they might not have built up enough continuous employment with any one employer to qualify for pay on a general holiday. The amendment was intended to remedy this disability.

Airline strike settled and second walkout averted

Disputes with employees of Air Canada during the months of November and December, 1966, resulted in the grounding of the airline's planes across Canada from November 14 to 28, and threatened to ground them again on December 20.

On November 14, Air Canada planes were grounded when 5,200 members of the International Association of Machinists left their posts at the major airports across Canada. The second walkout, scheduled for December 20 by 800 members of the Air Traffic Controllers' Association, was averted when settlement of the dispute was reached on December 18 by negotiators, and approved by the controllers on December 19.

The settlement reached with the machinists gave them a wage increase amounting to about 20 per cent, spread over a 26-month contract. At the time of the walkout, the machinists were demanding a wage increase of 29 per cent for a one-year contract. In their settlement, the air traffic controllers received an estimated 13 per cent boost.

The new contract for the machinists, running from November 1, 1966 to December 31, 1968, gave ICM members a wage increase of 12 per cent, effective November 1, 1966; an additional 5 per cent, effective November 1, 1967; and a final 3 per cent on July 1, 1968.

Packinghouse workers' strike ends after 10 weeks

A wage increase of 55 cents an hour, spread over a three-year contract, and fringe benefits worth 13 cents an hour were gained in the settlement terms that brought to an end in October, the 10-week strike by United Packinghouse, Food and Allied Workers (AFL-CIO/CLC), against Canada Packers Limited in nine Canadian cities. H. Carl Goldenberg, QC, acted as mediator.

The new agreement provided for an immediate increase of 25 cents an hour, retroactive to April 1, 1966; a further 20 cents, effective April 1, 1967; and a final 10 cents, effective April 1, 1968. The increases brought the basic wage up to $2.37 an hour, the average working out to $2.40 for men and $2.35 for women. The 13-cent portion of the agreement provides for better pension benefits, a guaranteed work week of 37 hours, and other fringe benefits.

It was estimated that the increase is the equivalent of 27 per cent over the three-year period of the contract, which also contains a cost-of-living clause providing for an additional one cent an hour for every 1.6 rise in the living cost index between April 1, 1968 and October 1, 1968.

U.S. Labor Department re-defines unemployment

The United States Labor Department adopted in January a new definition of unemployment that will be tailored to meet the man-in-the-street's idea of the word. It will affect the figures in the Department's monthly unemployment statistics by no more than one tenth or two tenths of a percentage point, stated Arthur M. Ross, Commissioner of Labor Statistics, in announcing the revision.

Those no longer counted as unemployed are:

—part-time workers of 14 and 15 years of age;

—students and persons who are not currently available for work; and

—persons with a job but not currently working, i.e., those on strike, even though they may be looking for another job.

To be counted as unemployed, a person must have been engaged in some job-seeking activity such as answering want-ads during the preceding four weeks.

The revisions stem from a report of a committee named by the late President John F. Kennedy in 1962 to study the adequacy of the unemployment data. The committee, consisting of representatives from the labour, business and academic world, was headed by Prof. Robert A. Gordon of the University of California.

Uncertainty continuing in railway dispute

Mixed reaction to the tentative settlement reached by negotiators for Canada's railway unions and company officials, aided by federal Government mediator H. Carl Goldenberg (L.G., Nov. 1966, p. 630), was evident as mid-January reports began to accumulate.

The general conference committee of the residual non-ops, decided to accept the proposals made by the federal Government mediator for a 24 per cent pay increase spread over a three-year period. The committee indicated it would issue a "strong recommendation" to its 55,000 members to accept the proposals.

The 23,000 members of the federated shop craft unions turned down the Goldenberg proposals, and planned to take its dispute to arbitration, as provided for in Bill C-230, which brought to an end the railway strike that began at noon, August 26, 1966, and ended on September 1, 1966.

Earlier, the 20,000 members of the Canadian Brotherhood of Railway, Transport and General Workers (CLC), decided that they would go to compulsory arbitration.

Mr. Goldenberg, commenting on the latest developments, said he was pleased to learn that the general committee of the residual non-ops had approved the settlement, and would submit it to the membership with a strong recommendation for approval.

Of the shop craft union decision, Mr. Goldenberg said it "fortified the position of those who favour compulsory settlement of labour disputes, that the trade union movement so vigorously opposes throughout the free world."

Criticism was levelled at the Canadian Brotherhood of Railway, Transport and General Workers (CLC) by Mr. Goldenberg for their reception of the proposed settlement. He said, "I cannot for the life of me see how they can expect to get more from arbitration than has been negotiated by the representatives of the remaining 100,000 railway workers through collective bargaining." His statement was made prior to the time when the federated shop craft union rejected the settlement offer.

At press time, indications were that arbitration proceedings for the two groups that have requested them might not get under way for three or four months.

PARLIAMENT

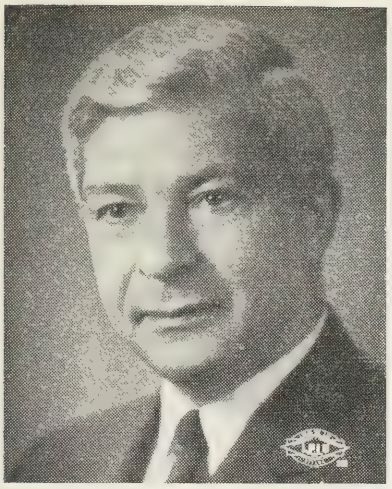
Bill C-251 to amend the Old Age Security Act to provide for the payment of a guaranteed income supplement to ensure a minimum monthly income of $105 to recipients of old age security, was introduced after lengthy debate and given first reading on December 5 (*Hansard*, p. 10747). The bill passed second reading on December 13 (p. 11085), and third reading on December 20 (p. 11432). Two attempts by the opposition to amend the bill were defeated. It was given the Royal Assent on December 21 (p. 11512).

Bill S-35, respecting the prevention of employment injury in federal works, undertakings and businesses—Canada Labour (Safety) Code (L.G., Aug. 1966, p. 429, Dec. 1966, p. 711)—was given third reading on December 21 (p. 11510) and received the Royal Assent on the same day (p. 11512).

Bill C-227, to authorize the payment of contributions by Canada toward the cost of insured medical care services incurred by the provinces pursuant to provincial medical care insurance plans (L.G., Sept. 1966, p. 499, Dec. 1966, p. 711) passed third reading on December 8 (p. 10882) and received the Royal Assent on December 21 (p. 11512).

Bill S-54, to amend the Canada Labour (Standards) Code to provide that an employee who works for more than one employer during a 30-day period shall be entitled to any paid holiday to which he would have been entitled if he had worked for only one employer during the period (L.G., Jan., p. 6) passed second (p. 10988) and third reading (p. 10994) on December 12. It received the Royal Assent on December 14 (p. 11147).

The appointment of Mr. Justice C. Rhodes Smith of the Court of Appeal of Manitoba as the industrial inquiry commissioner to inquire into the causes of the stoppage of operations in British Columbia ports was announced by the Minister of Labour on December 15 (p. 11149). He also announced that the commissioner would be assisted by two assessors: Capt. H. J. C. Terry, Vancouver, former president of Northland Navigation Company Limited; and Joseph Morris, Ottawa, Executive Vice-President of the Canadian Labour Congress.



Kalmen Kaplansky

—Photo by Thomas Studio (Ottawa) Ltd.

New director appointed to Canada Branch ILO

The appointment of Kalmen Kaplansky as Director of the Canada Branch of the International Labour Office, and special adviser to the Director-General, was announced in December by the Director-General of the ILO, David Morse. The appointment became effective on January 1. As Director of the Canada Branch, Mr. Kaplansky succeeds Arthur H. Brown, who retired in August 1965.

Mr. Kaplansky was until recently a worker member of the Governing Body of the ILO, and Director of the International Affairs Department of the Canadian Labour Congress. He became a member of the Governing Body in 1960, and has served three years as deputy member and three years as a titular member. His association with the ILO began in 1957, when he was a member of the Canadian Worker Delegation to the International Labour Conference.

Mr. Kaplansky has also been secretary of the CLC's National Committee for Human Rights. Other positions held by him include substitute membership of the Executive Board of the International Federation of Free Trade Unions, and substitute membership of the Canadian National Committee for UNESCO.

B.C. Government to eliminate overtime

Premier W. A. C. Bennett of British Columbia announced during a press conference at the end of September that his Government was taking steps toward doing away with overtime for the province's labour force.

All Government departments and crown agencies had been ordered to stop overtime, he said. Future contracts with the Government, including highway work, would have no-overtime clauses. Mr. Bennett stated that he was seeking the co-operation of labour leaders and of industry in eliminating overtime.

The action was taken after the federal Government had asked the provinces to show restraint as a means of helping to offset such manifestations as unemployment, tight money and inflation. The decision to eliminate overtime was "based on knowledge" gained after thorough study, the Premier said, but he refused to give details of the information gained by the study.

The Minister of Labour, he said, had been told to stop issuing overtime permits required by industry under provincial law. The Hours of Work Act makes it illegal for a long list of businesses and industries to work employees more than eight hours a day or 44 hours a week. Exemptions are, however, granted, by the Board of Industrial Relations.

After the Premier's announcement was made, businessmen expressed apprehension about its effects, but according to a press report that appeared about a month later, it seemed that although the Government's move had caused some confusion, its effects on the economy and on the normal operations of business and industry had been slight.

"The Premier seems to be asking us not to do something we seldom did anyway," one industrialist said. W. H. Sands, Deputy Minister of Labour, who is also head of the Board of Industrial Relations, said that permits to work overtime would continue to be granted "in extreme emergencies," but that the new order was being followed. The effect of the order on the lumber industry was reduced by the depression in the lumber market, which made it unnecessary to work overtime.

Organized labour generally approved of the order against overtime.

Labour-Management Council in P.E.I. names chairman

Rev. Malcolm McCuaig, minister of the Kirk of St. James, Charlottetown, P.E.I., has been appointed chairman of the newly-formed provincial Labour-Management Council, J. Elmer Blanchard, Minister of Labour, announced in November.

Mr. Blanchard said the Council will serve as a forum for the discussion of labour-management problems. It will study existing labour legislation and make suggestions for new legislation. In addition, the Council will study labour-management problems in other parts of Canada, and recommend and carry out educational and informational programs.

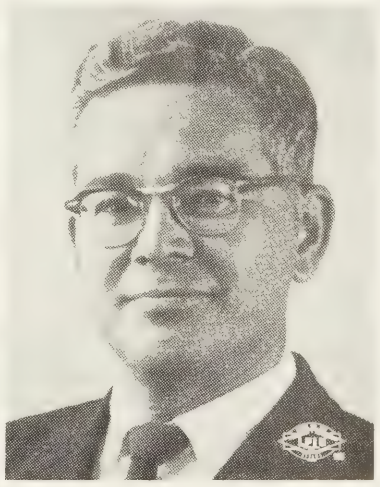
Industrial relations director appointed at McGill University

Dr. William A. Westley was appointed Director of the Industrial Relations Centre of McGill University on September 27. A professor of sociology, and former chairman of the University's Department of Sociology and Anthropology, he succeeds Prof. H. D. Woods, who was named Dean of the Faculty of Arts and Science in 1964.

Dr. Westley has done extensive research and has published several articles on the social effects of automation, military and police organizations, the behaviour of crowds, family organization and emotional health, and the use and abuse of violence.

As well as being a social science consultant for the Organization for Economic Co-operation and Development, and the Department of Psychiatry of the Jewish General Hospital, he is a research adviser to the Montreal Council of Social Agencies, Chairman of the Social Science sub-committee of EXPO's Advisory Committee on Science and Medicine, and a member of the Canadian Association of Sociology and Anthropology, and the American Sociological Association. He received his Ph.D from the University of Chicago.

At the time of making the announcement, the principal and vice-chancellor of the University, Dr. H. Rocke Robertson, said that Dr. Westley's appointment marked the introduction of a vigorous program of research into the problems of business and labour and the nature of modern industrial society.



Dr. W. A. Westley

Interest rate on NHA loans to fluctuate with bond yield

A new formula that will allow the maximum interest rate on National Housing Act loans to fluctuate in accordance with changes in the yield on long-term federal Government bonds was announced in the House of Commons by the Minister of Labour on November 22.

At the time of the announcement, the maximum interest rate on NHA loans was 6¾ per cent, and the Minister said that this rate was obviously "unrealistic under present monetary conditions, and an adjustment in the rate is required if approved lenders are to resume their leading role under the National Housing Act."

Under the new formula, according to the Minister's statement, "the NHA rate will be 1½ per cent above that applicable to federal securities, and adjustments to the nearest one quarter per cent will be made quarterly if bond yields increase or decline. Initially, and effective immediately, the rate of interest on home ownership and rental loans is established at 7¼ per cent."

The new rate will remain in effect until March 31, 1967, and after that the rate will be reviewed at the end of each subsequent quarter and will be set in accordance with the above-mentioned formula.

Mr. Nicholson said that under the old 6¾ per cent rate, there had been a "virtual withdrawal of private investment funds from the residential mortgage sector," and that this was seriously impeding the purchase of houses. Borrowers who had been able to obtain loans on the conventional market were being forced to pay 8 per cent or more. The Government had already provided more than $500,000 for direct lending by the Central Mortgage and Housing Corporation this year, and it could not "take up all the slack."

After the new rate was announced, the president of the Toronto Metropolitan Home Builders' Association said that a house financed by a 7¼ per cent, 25-year NHA loan would cost the buyer nearly $3,000 more than the same house would have cost before the change.

Lists French terms used in industrial relations

A comprehensive listing in French, with English supplements, of terms and expressions used in the field of collective bargaining, industrial relations and related fields in Canada, titled *Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes* (Index of Terms and Expressions Used in Industrial Relations and Similar Fields) has been compiled by the Economics and Research Branch of the Canada Department of Labour and is available from the Queen's Printer. (Price $4.50, Cat. No. L-31-967F).

Loans made for purchase of existing houses

Under an amendment to the National Housing Act, given third reading in the House of Commons on November 17, loans may be obtained for the purchase of existing houses, provided that the borrower spends a certain minimum amount on repairs or renovations.

During the debate on the bill, the Minister of Labour suggested that a minimum expenditure on such improvements might be about $1,000, and the maximum between $2,000 and $3,000. He said that at first the regulations governing such assistance would limit the amount of a loan by establishing a ceiling. Such loans were intended to help those who were not prepared to buy new houses costing $14,000 or $15,000.

The Minister said that loans under the amendment would be restricted to people who both occupied and improved the houses they bought. "We are not going to make national home loans for the purpose of assisting people in buying existing housing for resale," he said.

Economic ills studied at Maritime conference

An increase in productivity, use of computers, and better qualified top-level management, were suggested as possible answers to Maritime economic problems at a productivity conference in Halifax October 24 and 25, 1966.

John J. Deutsch, Chairman of the Economic Council of Canada, told more than 200 delegates attending the two-day conference on "Productivity Through New Technology" that, although all regions in Canada have benefited from the prolonged business expansion that began in 1961, the incomes gap between the Atlantic region and the rest of Canada has not been narrowed.

"If incomes in the Atlantic provinces are to reach the national average, productivity advances in this area must be even more rapid than in the economy as a whole, and this faster rate of progress will have to be sustained for quite some years to come."

Gerald G. Fisch, a partner in a management-consultant firm of P.S. Ross and Partners, said that Maritime firms had "a long way to go" to catch up with current management techniques. He blamed the narrow outlook and regional thinking of Maritime firms, especially the smaller businesses, and said that they had to develop a global outlook to attract new industries and to survive. A lack of top-calibre management, apathy, and an unwarrented sense of complacency were also cited as factors inhibiting growth.

In the field of computers, Kenneth R. Lavery, another partner of the Ross firm, said that "the new breed of manager" is prepared to use every modern technique available to meet the challenge of the changing world.

Co-chairmen of the conference were A. R. Harrington, chairman of the Nova Scotia Voluntary Planning Board, and Dr. L. Shemilt, chairman of the New Brunswick Research and Productivity Council.

Two groups merge to form Public Service Alliance

At a special convention of the 33,000-member Civil Service Association of Canada, held in Ottawa early in November, delegates voted in favour of a merger with the 80,000-member Civil Service Federation of Canada to form the Public Service Alliance of Canada; and a few days later the merger became an accomplished fact.

One of the first acts of the delegates at the founding convention of the new organization was to vote almost unanimously to apply for affiliation with the Canadian Labour Congress. Only one delegate out of the 350 who voted opposed the measure. For their affiliation, members of the PSAC will pay a contribution to the CLC of 10 cents per capita. It was reported that the accession of the PSAC to the Congress would swell the latter's membership from 1,300,000 to 1,415,000.

The founding convention also supported a budget that was expected to necessitate an increase in the dues, which under the CSAC had been $1.50 a member a month, to about $3 a month for each member of the new body. The salary of the national president was fixed at between $20,500 and $24,750 a year. Salary ranges for the two executive vice-presidents were set at $17,270 to $20,802. One of the items in the budget provided for the setting up of a $120,000 reserve fund to meet "unexpected" expenses that might crop up in connection with the new collective bargaining process.

Lloyd Merritt, 65, heads Toronto teamsters

Lloyd Merritt was elected President of the 5,300-member Toronto Local 938 of the International Brotherhood of Teamsters on November 23. He succeeds Kenneth McDougall, who was president for nine years. Other officers elected were: Charles Thibault, Vice-President, and Bernard Cummings, Secretary-Treasurer.

Mr. Merritt, whose first union association was as a member of the One Big Union when he was a logger in British Columbia in the early 1920s, started as a truck driver and later headed his own dry-cleaning business. His first contact with the Teamsters came when he returned to Canada from California in 1955 to take a job as a battery builder at Kingsway Transports Ltd. He became a shop steward and, in 1958, was appointed to fill a vacancy on the executive board during a major shakeup within Local 938. That same year he was elected secretary-treasurer.

B.C. rail strike ends after 25 days

A 25-day-strike by 387 union employees of British Columbia's provincially-owned Pacific Great Eastern Railway, which affected 1,600 non-striking employees, ended late in October. Representatives of the Federation of PGE Employees entered into an agreement that will provide wage parity with employees of the national railways, and will guarantee a 50-cent-an-hour minimum wage increase for tradesmen and a 40-cent hourly raise for non-tradesmen. A provincial grievance procedure will be established also, and there will be a study of contract welfare benefits.

Conference proceedings now published

Collective Bargaining and the Professional Employee, a compilation of the proceedings of a conference that took place in Toronto, December 15 to 17, 1965 (L.G., Mar. 1966, p. 82), is now available in book form.

Included in the book are "Arguments for and Against Collective Bargaining by Professionals," "Current 'Collective Bargaining' Practices in the World of the Professionals," "Collective Bargaining and the Professional Employee in Quebec," and some "Problems and Pitfalls from the Legal Point of View."

Published by the Centre for Industrial Relations, University of Toronto, the book may be obtained from there for $2.50 a copy. Prof. John H. G. Crispo, Director of the Centre, edited the volume.

Marriage bar lifted in Australian Civil Service

Women in the Public Service of the Commonwealth of Australia who marry will henceforth be allowed to retain the status of "permanent" employee. The marriage bar was lifted in October when Parliament adopted Public Service Bill (No. 2) 1966.

Until passage of the Bill, married women—totalling about one third of all women workers in the Public Service—were classified as "temporary" employees. From now on, the woman who marries will not have to forgo her "permanent" status, and married women will be eligible for appointment to the Service.

Granting "permanent" status to married women, although designed to guarantee equality between male and female employees, necessitated establishing special leave for childbirth. To safeguard the efficient operation of the Public Service, therefore, regulation-making power was included, and provision made for obligatory maternity leave of a minimum of twelve weeks, the period specified in International Labour Organization Convention 103 on Maternity Protection (Revised 1952), with further allowance for absence of up to six months at the option of the employee. At her own discretion, the woman may use any accumulated sick leave, recreation leave or furlough entitlements to cover the absence or some part of it.

Superannuation benefits were simultaneously extended to permit married women to commence or continue as contributors. Amendments to the Superannuation Act will enable married women workers to participate equally with male contributors in provisions for retirement benefits and benefits for dependants. The only distinction between benefits for male and female contributors will be that the widower of a deceased female contributor will qualify for pension only if he was wholly or substantially dependent upon her at the time of her death.

Formerly, a section of the Public Service Act provided for a "marriage allowance" to be paid to any female retiring after five to 15 years of permanent service. The new legislation provides for continuance of payment of this allowance to a woman who retires upon marriage. Having been conceived as a form of compensation for the loss of a career, however, the allowance will, with the lifting of the marriage bar, be eliminated for those who remain in the Service.

Canada Labour Department opens consultation office

News that a labour-management consultation office would be opened by the Canada Department of Labour in Edmonton on January 1, 1967 was announced by Bryce S. Mackasey, Parliamentary Secretary to the Minister of Labour, at the opening session of a two-day Alberta labour-management conference in that city in November. Mr. Mackasey said that Ron Mattey, previously attached to the Winnipeg office of the Labour-Management Consultation Branch of the Department, would be the head of the new Edmonton office.

Offices of the Labour-Management Consultation Branch will also be opened in Saskatoon, North Bay, Halifax, Saint John, and Chicoutimi. The opening of the new series of offices will make it necessary to double the staff of the branch.

"This branch of the Canada Department of Labour is dedicated to bringing labour and management together to discuss any problems of mutual concern, and to exchange ideas on this continuing basis, preferably between top management and the union executive," Mr. Mackasey told the Edmonton meeting.

Collective Bargaining Review bound volume available

All monthly issues in 1966 of the LABOUR GAZETTE supplement, *Collective Bargaining Review,* are to be made available in a plastic-coil-bound volume, *Collective Bargaining Review 1966.*

The volume may be obtained at a cost of $2.50 from the Publications Division, Information Services Branch, Department of Labour, Ottawa. Make remittance payable to the Receiver General of Canada.

Representation vote wins 8,000 members for CUPE

In a key representation vote that gave it sole bargaining rights for Quebec Hydro employees, the Canadian Union of Public Employees (CLC) defeated the Quebec-based Confederation of National Trade Unions in October and won an additional 8,000 members. CUPE, with its 108,000 members, is the second laregst body in the Canadian Labour Congress. The loss is the first major upset for the CNTU in its attempt to become the main voice of labour in Quebec.

Prices, Productivity and Employment

Economic Council of Canada says the most pervasive and recurrent conflict in modern industrial economics is that between the goals of full employment and reasonable stability of prices

The most pervasive and recurrent conflict in modern industrial economics has proved to be that between the goals of full employment and reasonable stability of prices, the Economic Council of Canada says in its Third Annual Review, "*Prices, Productivity and Employment*," published in November.

The Council calls reconciling reasonable price stability with high employment and other basic economic goals "the fundamental challenge." Many countries, it says, "have grappled with the problem; none as yet appears to have arrived at a definitive solution. We have not ourselves any magic cure or simple formula to propose, but only a combination of tried and new approaches, shaped as far as possible to what seem to be the significant peculiarities of the Canadian economy."

The main measures for keeping control of prices and employment, or the "big levers," are fiscal and monetary policy. The fundamental reason for serious inflation is the excessive pressure of total demand for goods and services, and heavy unemployment is the result of a substantial deficiency of total demand.

"Regardless of the nature or size of the problems being experienced by the Canadian economy, they must always be related to what is happening to total supply and demand, and the setting of the main policy levers. Thus, the correct management of the supply of money in relation to the over-all state of the economy is at all times a matter of central importance. There is no substitute for it, and it remains *par excellence* the classic defence against severe inflation. Similarly, there is no substitute for broad fiscal policy, defined as the management of total government revenues and expenditures with a view to influencing aggregate demand in the economy.

"There are no other policies that can take the place of a well co-ordinated use of these two instruments; their proper setting is always of basic significance. We shall, in due course, be advocating certain complementary policies, but these are to be seen as allies and auxiliaries rather than substitutes."

External Influences

In the consideration of basic demand and supply conditions, and the operation of monetary and fiscal policies affecting such conditions, the crucial importance of external economic influences must be recognized. "International economic developments have a powerful, and sometimes overwhelming influence on Canadian economic developments." This is particularly true of what is happening in the economy of the United States, the influence of which is so strong as to limit seriously the measures that Canada can take to moderate the effect on the Canadian economy of unfavourable developments that take place in the neighbouring country.

The records of the past 50 years, for example, show that there has been little divergence between the movement of prices in Canada and the movement of prices in the United States. "Given these conditions, it is clearly not realistic for Canada to aim at a price performance that is very different in either an upward or [a] downward direction from the parallel performance in the United States. . . .

"It must certainly not be concluded, however, that Canada is in any position to let nature take its course in the matter of prices and costs." The forces that in the long run keep prices in Canada broadly in conformity with those in the United States may operate smoothly or roughly, "with periodic balance-of-payments crises and harsh corrective measures. Policies for price stability are needed to ensure that price-level conformance takes place as much as possible by the first route, i.e., smoothly.

"Moreover, even if parts of the general Canadian price level are largely determined abroad, and are thus not very susceptible to influence from domestic policy, other parts are much more susceptible. On them, domestic policy has real potential bite."

Foreign Trade

The importance of foreign trade to the Canadian economy renders it an "open" one; and, although "life is not simple in an open economy . . . there are valuable compensations. In the field of manufactured goods especially, where world prices do not gyrate as they do in many primary commodity markets, the pressure of foreign competition is perhaps the greatest single long-run force working in favour of reasonable stability in the general Canadian price level. The strength of this international discipline is indicated in the greater stability of prices of goods moving in international trade in relation to other prices. . . . It is clear that

nothing quite compares with foreign competition as a limitation on the exercise of market power."

This dependence of Canada on foreign trade makes it specially important that Canadian industry should remain competitive with foreign industries and that her foreign trade should be kept approximately in balance. But "the concept of Canadian competitiveness is not something which can be tied to a particular target figure for the external balance on current account, for . . . fluctuations in this balance have at times a highly desirable adjusting role to play in the Canadian economy—e.g., by expanding or contracting the new flow of foreign goods and services into Canada in such a way as to exert a corrective influence on situations of overabundant or deficient demand.

"A good state of international competitiveness for Canada means rather that, over the long run, the growth and development of the Canadian economy should, to a considerable extent, be built around a large 'exposed' sector of industry, well capable of meeting the disciplines of international markets.

"Every effort should be made to ensure that the interests of this sector are not endangered by persistently greater inflationary pressures in Canada than in the United States and other industrial countries, or by a kind of price and cost performance in 'unexposed' parts of the economy that puts a significant and persistent squeeze on the position of industries facing substantial foreign competition. The avoidance of such tendencies will promote simultaneously the goals of reasonable price stability and a viable balance of external payments."

Growth of Productivity

The Council gives a warning against seeing in increased productivity—real output per person employed—the whole answer to the problem of how to reconcile high employment and rapid economic growth with reasonable price stability. It is a mistake to suppose that all that is needed to maintain price stability and international competitiveness is to keep down costs by ensuring that the rise of wages, profits and other incomes does not exceed the growth of productivity. This view takes no account of the way in which prices of Canadian exports are to a greater or lesser extent fixed in international markets.

For example, if the world price of copper increases sharply, and the Canadian price with it, "someone's income will have to rise in excess of the relevant productivity gain, whether this be computed on a nationwide or an industry basis. If many of these irresistible breakouts occur, they will be disturbing, to say the least, to those whose incomes are being kept in step with productivity gains.

"Other embarrassments emerge in sectors such as education [teaching], where rapid and sustained productivity gains, at least as conventionally measured, are virtually impossible to obtain."

Price Stability

A rigid notion of a connection between prices and productivity also leaves out of account the function of prices "as an allocator of resources in the economy." Although it is recognized that the price system of actual performance falls short of the ideal, yet "with all its lags and imperfections . . . and with its persisting virtues, including the very pragmatic ones of administrative decentralization and semi-automaticity, the price system continues to be the principal resource-allocation mechanism over much the larger part of the Canadian economy.

"This being the case, it remains highly important to conceive the goal of reasonable price stability in a way that makes full provision for the movement of relative prices and the best possible performance of the allocative function. Indeed, as will be argued, improving the discharge of this function is basically one of the most reliable ways in which greater price stability at high employment can be promoted."

In referring to the need for reasonable flexibility in prices, and to the way in which this meant that some incomes would out-distance productivity gains, the Council touched upon the question of shifts in the general sharing-out of industrial income between wages and salaries, on the one hand, and profits on the other. Although the movement of the incomes of groups and individuals might deviate from the general trend, "over-all conditions are not to be denied either," it said.

Although shifts in the broad distribution of income between labour and capital do take place, "it is a most intriguing and relevant phenomenon that in the long run the broad sharing-out of industrial income between wages and salaries on the one hand and profits on the other exhibits a fair degree of stability. This has been observed and commented upon in a large number of countries, including Canada. Over the course of the short-term business cycle, the struggle visibly ebbs and flows, with the share of profits retreating as economic expansion approaches a peak and gives way to recession, then advancing again as a trough is reached and general expansion resumes; but over the longer run, the battle for income shares turns out to be much more of a saw-off than the tumult and the shouting might lead one to expect. . . . But while the full explanation remains debatable, the empirical fact is well established that longer-run shifts in wage/salary and profit shares, to the extent that they occur at all, tend to be small and slow."

Long-Term Stability

This long-term stability in the distribution of income leads to the important conclusion "that neither labour nor management need feel its position *vis-à-vis* the other threatened by a pattern of expansion in the Canadian economy characterized by a closer relationship between the growth of productivity and the growth of money incomes than has typically prevailed in the past. . . ."

This conclusion is related to the "much discussed question of 'parity' between incomes paid for similar kinds of work in similar industries in Canada and the United States. . . .

"Given the fundamental nature of the factors accounting for the income gap, it should be clear that a great deal remains to be done, on a variety of fronts, before the Canadian economy as a whole can be expected to enjoy effective parity of average *per capita* income with the United States. A general attempt to bypass or leapfrog essential parts of the catching-up process would be bound to lead to an offsetting adjustment of some kind through the balance of external payments and the domestic price level. If one could imagine parity of money income for every Canadian citizen being decreed by order in council at 10 o'clock in the morning, one could equally well imagine parity of real incomes being effectively repealed in the foreign exchange market before three o'clock the same afternoon."

This general statement, however, is not inconsistent with the fact that there are some people in Canada whose incomes are about on a par with corresponding incomes in the United States. "It need not be a cause for undue alarm if parity sometimes figures as an argument in wage negotiations and in the publicity surrounding them. Arguments are one thing, actual settlements another. . . . The important thing to realize is that, for the Canadian economy as a whole, income parity with the United States cannot possibly be achieved through collective bargaining alone. Many other things have to be accomplished—above all, a productivity gap has to be closed, and this will not be done overnight. . . ."

Regarding the effect of unions and collective bargaining on the level and

structure of wages, the Council says that, although this effect might seem to be obvious, "when it has been carefully examined in the light of all the relevant and available statistical data, the independent influence of unions and collective bargaining on wages has proved surprisingly elusive and difficult to distinguish from the broader economic forces affecting costs of the types discussed in [the report]. Neither in Canada nor elsewhere have scholars achieved a broad consensus of view concerning this subject."

On Essential Control

In spite of what has been said about the limitations of the connection between changes in prices and productivity, the Council says, "A rapid and sustained increase in productivity does many good things. It damps down price increases, it maintains or improves international competitiveness, and it is the essential basis for a strong and continued growth of real income per head.

"It is nevertheless difficult to lay down broad generalizations about the inherent relationship between economic growth and the rate of change in the general price level. . . ." The historical experience of industrialized countries shows that rapid and well sustained economic growth may occur under conditions of strongly rising prices, moderately rising prices, comparative price stability, or moderately declining prices (as in the United States during much of the nineteenth century.)

"It is, however, possible to say a good deal, on a much more particular and down-to-earth basis, about the relationship between economic growth and price and cost developments as it exists today in Canada—an unusually open, North American economy, making its way through the latter half of the 20th century.

"Such an economy, more subject than most to the winds of change that periodically sweep the broad landscapes of world trade and investment, has a special interest in staying out of unnecessary, self-generated trouble of a type likely to upset the balance of its policy goals and produce a serious downgrading of its growth objective. This, it seems to us, is the essence of the growth case for aiming at reasonable price stability and strong international competitiveness for Canada. . . ."

In Canada, the main threat to sustained economic growth is the occurrence of periodical crises that lead to a violent shift in the emphasis of policy on one or two objectives only. "There is always the danger of an excessive and exclusive emphasis, at one time on employment and at another time on price stability. This is why, in the interests of economic growth as well as for the other important reasons which we have stated, we believe that the pursuit of reasonable price stability and strong international competitiveness—not to the exclusion of all else, but subject to the more challenging requirements of a balanced and continuing relationship with other economic goals—merits the best effort and attention of all Canadians."

Construction Industry

The Council singled out the construction industry for special attention on account of its "unique status as a de-stabilizing element."

"Under post-war conditions, construction spending has shown special and unique potential for aggravating, or even inducing instability in the Canadian economy, with consequent repercussions on general costs and prices. . . ."

Several features of the industry contribute to its instability and its disturbing effect on the economy: its great size; the extreme volatility of the demand for construction; and the great swings in spending on construction by governments.

Regarding the disturbing effect of wide variations in government spending, the Council said, "It is striking to observe that direct construction outlays by all levels of government rose by only 1 per cent between 1963 and 1964, but in the period 1964 to 1965 the rise in government construction outlays was no less than 30 per cent. More generally, in each of the three periods of major expansion in construction activity since 1950, government construction outlays have reinforced and aggravated the excessive demand pressures on construction.

"Only during the short-lived 1958-60 cyclical expansion, when residential and non-residential construction outlays were declining, did government construction outlays move counter to the trend in the other two areas of construction demand. Moreover, through each of the recession phases since 1950 (1953-54, 1957-58, 1960-61), government construction outlays have declined, adding to the weakness of demand in other sectors of the economy. . . .

"It is at the federal and provincial government levels that such instability has been most pronounced. The longer-term rise in municipal government construction has been relatively steady. These conclusions apply to new construction both by government departments and by government-owned enterprises. . . ."

One of the Council's main conclusions was:

"The problem of periodic strains, excess demand, and strong price and cost pressures in the construction sector calls for special treatment. A major requirement is for a smoothing of the hitherto needlessly de-stabilizing growth pattern of construction spending by governments and other public bodies. This will necessitate, among other things, the development of better procedures for longer-term planning and co-ordination of government capital outlays, and the provision of a lead and an example by the federal Government both in the handling of its own capital programs and in whatever grants and shared-cost capital development programs are undertaken with the provinces and their municipalities."

"Extremely rapid increases in construction demand cannot easily be matched by a correspondingly rapid adjustment in supply. In these circumstances, certain types of supply bottlenecks are especially likely to appear—for example, in skilled labour. . . ."

"It is also significant, in the context of cost and price performance, that the construction industry is not subject to any important degree of foreign competition. Generally speaking, the final product of the construction industry cannot be moved across international boundaries. . . . Pricing practices therefore tend to be less affected by international influences than those of many other Canadian industries. It is domestic demand and supply forces that, by and large, set prices and costs in construction in Canada.

"In this situation, it is not surprising that the construction industry sometimes experiences greater-than-average cost and price increases. This raises the danger that it may sometimes act, at least partially, as a 'pattern setter' for other industries. . . ."

Food Prices

The cost of food does not bulk as large in the family budget as it did in earlier periods, when most of the population "lived much closer to the subsistence line." But, in recent years, it has accounted for about 22 per cent of all consumer expenditure in Canada, and it remains "a highly important category of consumer expenditures, especially for low-income families and individuals."

Food prices in September 1966 had risen 48 per cent since 1949, compared with a rise of 45 per cent in the consumer price as a whole; but the increase in the cost of food to the consumer has risen considerably more than the prices received by the farmer. The share of the consumer's dollar spent on food that went to the food-processing industries (including wages, salaries, packaging, advertising and certain other expenses) in-

creased considerably between 1949 and 1959, but declined slightly from 1959 to 1963.

As a result of this, "the share of the retail food cost accounted for by the basic farm product has declined from nearly 60 per cent in 1949 to about 40 per cent in 1965. Retail food prices in 1965 were 36 per cent above their 1949 level. Farm prices on the other hand, were at a level only about 10 per cent above 1949. Thus, it is clear that, over this period, most of the rise in retail food prices was occasioned by increases in costs beyond the farm. Since early 1965, however, an important factor in the 6 to 7 per cent rate of rise in food prices has been rising prices at the farm."

Consumer Services

Since 1949, the cost of consumer services has risen much more than the general consumer price index. "It has often been suggested that prices in this sector are related to limited opportunities for productivity improvement, but serious problems of measurement of both output and input in this sector make it difficult to come to a decisive assessment of this matter at this time. A further factor of some importance is that the production of most services, in contrast to that of many goods, is not subject to any great degree of foreign competition. Indeed, the markets for some services, being localized, fragmented and regulated, are not highly competitive even on a domestic basis.

"Service prices have risen more rapidly in Canada than in the United States in recent years. However, the average level of such prices still appears to be below the corresponding U.S. level."

Collective Bargaining

The Council's comments on the influence of unions and collective bargaining on wages have already been mentioned, but it also dealt briefly with some other aspects of collective bargaining.

Agreements between a single union and a single employer continue to dominate the collective bargaining scene in Canada, and agreements of this kind affected about two thirds of all employees covered by a recent study by the federal Department of Labour, in which the Council participated. "There has been no strong shift, on balance, towards more centralized types of bargaining—for example, between associations of unions on the one side and associations of employers on the other. . . .

"One very noticeable trend has been a lengthening of the term of collective agreements, which now run more than two years on average, compared with one and one third years in 1953-55. This lengthening has occurred in periods of economic expansion; in recession periods such as 1957 and 1960, the average term of agreements has declined or flattened out."

In commenting on wage increases obtained under collective bargaining, the Council said, "The peak rate of increase in base rates for the whole of the period since 1953 was reached in the second quarter of 1966. The figures for this quarter include the unusually large settlements on behalf of Seaway workers and St. Lawrence River longshoremen. To a greater extent than in previous economic expansions, large settlements in the public sector of the economy have played a prominent role in the general evolution of collective bargaining during 1965 and 1966.

Normally, bargaining in Canada is not characterized by strong national pattern setting. . . . But large, highly publicized settlements to which governments are parties inevitably have somewhat more impact on the climate of collective bargaining across the country."

Public Sector Wages and Salaries

"The rapid expansion of the public sector, together with the rapid development of collective bargaining in that sector in recent years, have considerably enlarged the role of governments in wage settlements. These developments make it mandatory that governments as employers become clearly aware of the influence which wage decisions to which they are a party may have on the economy, especially at a time of rising prices and costs. . . .

"The constraints of the market place which require a private employer to maintain competitive costs so as to ensure the very existence of his firm do not apply to governments. This distinction becomes important, particularly when a senior government is involved in a wage settlement that may come to be regarded as a pattern-setter for wage settlements in private sectors of the economy. This may be especially true of the federal Government, which is by far the largest employer in Canada.

"It is imperative that governments, and particularly the federal Government, should develop and adhere to certain basic principles and criteria relating to wage and salary policies and collective bargaining in the public sector. . . ."

The Council takes the view that an incomes policy for Canada involving the use of "guidelines" of the kind that the Government of the United States has tried to apply would be unlikely to meet with much success in Canada. It does not, in fact, attribute to such policies any great effectiveness in other countries, although it says that "Foreign experience generally suggests that incomes policy may in certain circumstances have some beneficial effect, if only a temporary one, on the reconciliation of price and employment goals."

Such policies have the best chance of success in a "unitary state with strong central powers and a tradition of considerable governmental intervention in the detailed functioning of the economy," in which there are few constitutional or other impediments to the government's resorting, if necessary, to direct controls. It would also be necessary for private economic power to be fairly concentrated within the country and in both union and management institutions, and there would have to be a general willingness on the part of such institutions to co-operate in making such a policy effective.

"It will be seen that, by these criteria, Canada is very far indeed from being a favourable environment for incomes policy," the Council remarked. But, having recommended against a formal incomes policy as a means of bringing about "an improved reconciliation of high employment and reasonable price stability in Canada under normal peacetime conditions," it went on to discuss "a more effective framework of policies and programs than now exists to accomplish the same end." Although these proposals might lack the "initial surface glitter of an incomes policy, they will wear better in the long run."

The measures recommended by the Council included:

—properly co-ordinated use of fiscal and monetary policies, which has already been referred to as being, in the Council's opinion, of fundamental importance;

—manpower and other supply policies to improve resource allocation and open economic bottlenecks, policies to stabilize the growth of construction expenditures, and so reduce the pockets of excess demand that periodically develop in that sector;

—policies to achieve better co-ordination of expenditure planning and fiscal policy by all three levels of government;

—the laying of a groundwork for a fresh policy approach to the problem of market power;

—policies to improve productivity growth and facilitate adjustment to technological and other change;

—and policies relating to the government's increasingly important role as

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Industrial and Geographic Distribution of Union Membership in Canada in 1966

Union membership in Canada at the beginning of 1966 totalled 1,736,000 according to survey returns received by the Economics and Research Branch of the Department of Labour from national and international union headquarters, central labour congresses and independent labour organizations.

The 1966 membership represents an increase of 147,000, or more than 9 per cent, over the 1965 figure; this was the highest percentage increase in union membership in any year since 1952.

The data obtained from the survey were published in the 1966 edition of *Labour Organizations in Canada,* a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations, with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation, and by type and size of union.

The tables on the following pages supplement the information contained in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, by province, and by labour market area. The tables are based on information obtained in a separate survey of individual local unions. This survey, carried on at the same time as the survey of union headquarters, requests individual local unions across the country to report the total number of their members, and the industry and location in which all or most of them are employed.

Distribution By Industry

Table 1 gives a distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data deal primarily with the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further sub-divided in the standard classification, sub-totals are provided to show how union membership is divided between the operating and non-operating sectors.

The information in Table 2 supplements that provided in the first table. It lists, in alphabetical order, the names of international and national unions, and independent local organizations that account for more than one-tenth of the total union membership within the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the organized workers in the group.

Geographic Distribution

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, labour market areas correspond to the areas served by Canada Manpower Centres. In some cases a labour market area corresponds to the area served by two or more Canada Manpower Centres. These composite areas are identified by an asterisk, and the areas they comprise are listed in the Appendix to Table 4.

Nine per cent of total union membership in Canada was reported by local unions whose members were dispersed throughout several locations in different areas or provinces. These locals and their membership have been classified under "two or more provinces" or "two or more areas" in Tables 3 and 4.

There were active in Canada at the beginning in 1966 more than 7,600 local unions with a total membership approaching one and three quarter million. Survey returns were received from a large proportion of these locals; the relatively small number which did not reply to the survey is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, since their membership is not known. An adjustment entry indicates the difference between the total membership based on the union headquarters survey, and the membership reported by the responding locals.

The uneven quality of the basic source data, and the practical difficulties inherent in the processing of the returns, necessarily reduce the accuracy of the results. Therefore the statistics presented here indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Labour Organizations Division of the Economics and Research Branch from local union secretaries. Their co-operation is gratefully acknowledged.

TABLE 1—Union Membership, by Industry,* 1966

Industry	*Locals*	*Membership*
FORESTRY†	34	53,183
FISHING AND TRAPPING	9	4,214
MINES	199	59,172
Metals	119	41,377
Mineral fuels	35	9,545
Non-metal	30	7,427
Quarries	13	544
Incidental services	2	279
MANUFACTURING	2,679	719,264
Food	363	68,931
Beverages	79	11,118
Tobacco products	17	6,204
Rubber	46	15,811
Leather	75	12,898
Textiles	150	39,600
Knitting Mills	22	3,139
Clothing	107	49,709
Wood	96	30,071
Furniture and fixtures	60	12,198
Paper	331	80,976
Printing and publishing	187	30,052
Primary metals	137	68,701
Metal fabricating	250	43,300
Machinery	110	27,668
Transportation equipment	154	107,767
Electrical products	138	53,873
Non-metallic mineral products	145	26,094
Petroleum and coal products	22	3,765

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TABLE 1—Union Membership, by Industry,* 1966 (Concluded)

Industry	Locals	Membership
Chemical products	134	19,541
Miscellaneous manufacturing	56	7,848
CONSTRUCTION	549	190,425
TRANSPORTATION AND UTILITIES	2,097	335,189
Air transport and incidental services	70	7,581
Water transport and incidental services	89	38,240
Railway transport	1,012	124,565
Running trades	322	33,065
Non-operating employees	690	91,500
Truck transport	43	24,204
Buses and streetcars	56	19,883
Other transport	13	2,179
Storage	22	6,134
Communication	651	70,149
Power, gas and water	142	42,254
TRADE	227	64,278
FINANCE	10	746
SERVICE INDUSTRIES	646	144,441
Education	175	16,295
Health and welfare	226	72,259
Recreational service	88	22,762
Services to business	9	653
Personal services	128	29,053
Miscellaneous services	20	3,419
PUBLIC ADMINISTRATION	719	125,024
Federal administration	26	2,933
Provincial administration	80	45,183
Local administration	613	76,908
INDUSTRY NOT REPORTED	15	7,601
ADJUSTMENT ENTRY‡		32,303
NO RETURN	492	
TOTALS	7,676	1,735,840

*Based on DBS Standard Industrial Classification (1960)

†Includes some sawmilling.

‡This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 2—Union Representation Within Industry Groups, 1966

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
FORESTRY	Bush Workers, Farmers' Union (Ind.)
	Carpenters (AFL-CIO/CLC)
	Woodworkers (AFL-CIO/CLC)
FISHING AND TRAPPING	Native Brotherhood of B.C. (Ind.)
	United Fishermen (Ind.)
MINES	
Metal	Mine, Mill and Smelter Workers (Ind.)
	Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU)
Quarries	Cement Workers (AFL-CIO/CLC)
	Glass and Ceramic Workers (AFL-CIO/CLC)
	National Council of Canadian Labour (Ind.)
	Steelworkers (AFL-CIO/CLC)
Incidental services	Mine, Mill and Smelter Workers (Ind.)
MANUFACTURING	
Food	Bakery Workers (CLC)
	Packinghouse Workers (AFL-CIO/CLC)
	Retail, Wholesale Employees (AFL-CIO/CLC)
	Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC)
	Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Butcher Workmen (AFL-CIO/CLC)
	Boot and Shoe Workers (AFL-CIO/CLC)
	Clothing Workers Federation (CNTU)
	Leather and Plastic Workers (AFL-CIO/CLC)
	Packinghouse Workers (AFL-CIO/CLC)
	Textile Workers' Union (AFL-CIO/CLC)
Textiles	Textile Federation (CNTU)
	Textile Workers' Union (AFL-CIO/CLC)
	United Textile Workers (AFL-CIO/CLC)
Knitting mills	Clothing Workers Federation (CNTU)
	Textile Federation (CNTU)
	Textile Workers' Union (AFL-CIO/CLC)
	United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgmated Clothing Workers (AFL-CIO/CLC)
	Ladies' Garment Workers (AFL-CIO/CLC)
Wood	Carpenters (AFL-CIO/CLC)
	Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Steelworkers (AFL-CIO/CLC)
	Upholsterers (AFL-CIO/CLC)
	Woodworkers (AFL-CIO/CLC)

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TABLE 2—Union Representation Within Industry Groups, 1966 (Concluded)

Industry Group	*Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)*
Paper	Papermakers (AFL-CIO/CLC)
	Pulp and Paper Mill Workers (AFL-CIO/CLC)
	Woodworkers (AFL-CIO/CLC)
Printing and publishing	Bookbinders (AFL-CIO/CLC)
	Lithographers and Photoengravers (AFL-CIO/CLC)
	Newspaper Guild (AFL-CIO/CLC)
	Printing Pressmen (AFL-CIO/CLC)
	Typographical Union (AFL-CIO/CLC)
Primary metals	Metal Trades Federation (CNTU)
	Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC)
	Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (AFL-CIO/CLC)
	Machinists (AFL-CIO/CLC)
	Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC)
	Machinists (AFL-CIO/CLC)
Electrical products	I.U.E. (AFL-CIO/CLC)
	Northern Electric Employees (Ind.)
	U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC)
	Chemical Workers (AFL-CIO/CLC)
	Glass and Ceramic Workers (AFL-CIO/CLC)
	Mine, Mill and Smelter Workers (Ind.)
Petroleum and coal products	Oil workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC)
	Chemical Workers Federation (CNTU)
	District 50, U.M.W.A. (Ind.)
	Oil Workers (AFL-CIO/CLC)
Miscellaneous manufacturing	Auto Workers (AFL-CIO/CLC)
	I.U.E. (AFL-CIO/CLC)
CONSTRUCTION	Carpenters (AFL-CIO/CLC)
	Labourers (AFL-CIO/CLC)
	Plumbers (AFL-CIO/CLC)
TRANSPORTATION AND UTILITIES	
Air transport and incidental services	Air Line Flight Attendants (CLC)
	Air Line Employees (Ind.)
	Air Line Pilots (Ind.)
	Machinists (AFL-CIO/CLC)
Water transport and incidental services	I.L.A. (AFL-CIO/CLC)
	Seafarers (AFL-CIO)
Railway transport	
Running trades	Locomotive Engineers (Ind.)
	Locomotive Firemen and Enginemen (AFL-CIO/CLC)
	Trainmen (AFL-CIO/CLC)
Non-operating employees	Maintenance of Way (AFL-CIO/CLC)
	Railway Carmen (AFL-CIO/CLC)
	Railway Clerks (AFL-CIO/CLC)
	Railway, Transport and General Workers (CLC)
Truck transport	Teamsters (Ind.)
Buses and streetcars	Public Service Employees Federation (CNTU)
	Transit Union (AFL-CIO/CLC)
Other transport	Railway Clerks (AFL-CIO/CLC)
	Teamsters (Ind.)
Storage	Railway Clerks (AFL-CIO/CLC)
	Teamsters (Ind.)
Communication	Canadian Telephone Employees (Ind.)
	Letter Carriers (CLC)
	Postal Employees (CLC)
Power, gas and water	I.B.E.W. (AFL-CIO/CLC)
	Public Employees (CLC)
TRADE	Commerce and Office Employees (CNTU)
	Retail Clerks (AFL-CIO/CLC)
	Retail, Wholesale Employees (AFL-CIO/CLC)
FINANCE	Commerce and Office Employees Federation (CNTU)
	Independent Local—La Fraternité des Employees de la Cie d'Assurance-Vie la Sauvegarde
SERVICE INDUSTRIES	
Education	Public Employees (CLC)
	Public Service Employees Federation (CNTU)
Health and Welfare	Building Service Employees (AFL-CIO/CLC)
	Public Employees (CLC)
	Service Employees' Federation (CNTU)
Recreational services	Musicians (AFL-CIO/CLC)
Services to business	Commercial Telegraphers (AFL-CIO/CLC)
	CNTU Chartered local
	I.B.E.W. (AFL-CIO/CLC)
	Office Employees (AFL-CIO/CLC)
	Public Employees (CLC)
Personal services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous services	Building Service Employees (AFL-CIO/CLC)
	Offices Employees (AFL-CIO/CLC)
	Teamsters (Ind.)
PUBLIC ADMINISTRATION	
Federal administration	CLC-chartered locals
	Machinists (AFL-CIO/CLC)
	Plumbers (AFL-CIO/CCL)
Provincial administration	B.C. Government Employees (CLC)
	Quebec Government Employees (CNTU)
	Saskatchewan Government Employees (Ind.)
Local administration	Fire Fighters (AFL-CIO/CLC)
	Public Employees (CLC)

TABLE 3—Union Membership, by Province, 1966

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland	114	105	21,488
Prince Edward Island	33	30	1,929
Nova Scotia	346	338	46,684
New Brunswick	306	282	33,094
Quebec	2,202	1,978	514,606
Ontario	2,794	2,615	655,469
Manitoba	309	296	63,086
Saskatchewan	342	328	46,228
Alberta	391	385	68,873
British Columbia	803	792	216,262
Yukon and Northwest Territories	15	14	1,346
Two or more provinces*	21	21	34,472
Adjustment entry			32,303†
No return	—	492	—
TOTALS	7,676	7,676	1,735,840

*Includes membership of Seafarers, Transportation-Communication Employees, Commercial Telegraphers and Actors' Equity.

†Represents difference between total membership as reported by union headquarters and that reported in the survey of local unions.

TABLE 4—Union Membership by Labour Market Area, 1966

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
NEWFOUNDLAND			
Corner Brook	25	3,383	
Grand Falls	19	2,654	
St. John's	55	9,141	
Two or more areas	2	4,577	
PRINCE EDWARD ISLAND			
Charlottetown	24	1,504	Summerside
NOVA SCOTIA			
Amherst	15	1,224	Bridgewater,
Halifax	101	17,112	Inverness, Liverpool,
Kentville	28	1,488	Springhill, Yarmouth
New Glasgow	46	5,591	
Sydney	82	15,464	
Truro	20	1,120	
Two or more areas	3	1,351	
NEW BRUNSWICK			
Bathurst	28	2,669	Minto, St. Stephen,
Campbellton	25	2,691	Sussex, Woodstock
Edmundston	18	1,601	
Fredericton	25	1,336	
Moncton	59	7,005	
Newcastle	16	2,198	
Saint John	85	11,776	
Two or more areas	2	1,901	
QUEBEC			
Asbestos	8	1,788	Maniwaki, Mont
Beauharnois	16	1,889	Laurier
Buckingham	14	1,763	

TABLE 4—Union Membership by Labour Market Area, 1966 (Continued)

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Drummondville	35	4,384	
Farnham—Granby*	63	7,456	
Gaspe*	24	1,990	
Hull* included with Ottawa, Ont.)			
Joliette	48	4,740	
La Tuque	14	2,061	
Lac St. Jean*	153	18,732	
Lachute—Ste. Thérèse*	33	4,777	
Montmagny	11	1,820	
Montréal*	629	255,229	
Québec—Lévis*	208	36,076	
Québec North Shore*	64	14,352	
Rimouski	22	2,296	
Rivière du Loup	22	1,706	
Rouyn—Val d'Or*	61	5,592	
St. Hyacinthe	35	6,872	
St. Jean	46	4,927	
Ste. Agathe—St. Jérôme*	28	4,247	
Shawinigan	43	7,865	
Sherbrooke*	96	15,091	
Sorel	34	5,928	
Thetford—Megantic—St. Georges*	35	5,056	
Trois Rivières	78	13,283	
Valleyfield	30	3,891	
Victoriaville	44	5,453	
Two or more areas	21	65,901	
ONTARIO			
Barrie	20	1,706	Arnprior,
Belleville—Trenton*	55	5,651	Bracebridge,
Brampton	36	5,790	Carleton Place,
Brantford	50	11,113	Collingwood,
Brockville	21	2,948	Gananoque,
Chatham	24	4,170	Goderich,
Cobourg	21	1,957	Hawkesbury,
Cornwall	37	6,188	
Fort Frances	16	1,261	Lindsay, Listowel,
Fort William—Port Arthur	108	16,860	Midland, Napanee,
Galt	50	6,277	Parry Sound, Perth
Guelph	51	6,890	Picton, Renfrew,
Hamilton	181	56,981	Sioux Lookout
Kapuskasing	10	4,964	Sturgeon Falls
Kenora	28	2,892	
Kingston	42	9,503	
Kitchener	71	15,749	
Leamington	5	1,252	
London	102	21,126	
Niagara Peninsula*	181	35,398	
North Bay	48	5,738	
Orillia	14	1,113	
Oshawa	57	27,580	
Ottawa—Hull*	148	29,012	
Owen Sound	12	1,301	
Pembroke	29	2,657	
Peterborough	53	9,037	
Prescott	9	1,190	

Continued on page 98

TABLE 4—Union Membership by Labour Market Area, 1966 (Concluded)

Labour Market Area	*Locals*	*Membership*	*Areas Having Under 1,000 Members*
St. Thomas	36	3,294	
Sarnia	38	7,831	
Sault Ste. Marie	54	12,551	
Simcoe	15	1,084	
Smiths Falls	20	1,450	
Stratford	32	2,945	
Sudbury*	83	34,421	
Timmins—Kirkland Lake*	61	5,953	
Toronto*	572	216,770	
Walkerton	6	1,451	
Wallaceburg	5	1,366	
Windsor	85	33,585	
Woodstock—Tillsonburg*	28	5,044	
Two or more areas	26	30,447	
MANITOBA			
Brandon	31	2,031	Dauphin,
Flin Flon	13	2,857	Portage la Prairie
The Pas	12	2,686	
Winnipeg	220	52,932	
Two or more areas	3	2,013	
SASKATCHEWAN			
Moose Jaw	38	4,377	Estevan, Swift
North Battleford	20	2,086	Current
Prince Albert	35	3,035	
Regina	75	13,523	
Saskatoon	96	13,204	
Weyburn	10	1,072	
Yorkton	25	1,858	
Two or more areas	6	5,710	
ALBERTA			
Blairmore	10	1,510	Drumheller, Edson,
Calgary	119	25,843	Grande Prairie,
Edmonton	147	32,723	Red Deer
Lethbridge	41	2,634	
Medicine Hat	30	2,478	
Two or more areas	3	2,600	
BRITISH COLUMBIA			
Central Vancouver Island*	60	16,129	Chilliwack, Dawson
Cranbrook	25	4,244	Creek, Princeton
Kamloops	35	3,516	
Kitimat	5	1,843	
Okanagan Valley*	58	8,285	
Prince George	35	5,012	
Prince Rupert	39	4,601	
Trail—Nelson*	41	6,784	
Vancouver—New Westminster*	361	129,930	
Victoria	89	16,275	
Two or more areas	10	15,438	

*Indicates labour market area comprising areas served by two or more Canada Manpower Centres. See appendix.

APPENDIX TO TABLE 4—Labour market areas comprising areas served by two or more Canada Manpower Centres.

Labour market areas appear in italics, followed by names of the Canada Manpower Centres in light type.

QUEBEC

Farnham-Granby: Cowansville, Farnham, Granby. *Gaspé:* Causapscal, Chandler, Gaspé, Matane, New Richmond. *Lac St. Jean:* Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. *Lachute-Ste Thérèse:* Lachute, Ste Thérèse. *Montréal:* Montréal, Ste Anne de Bellevue. *Québec-Lévis:* Lévis, Québec. *Québec North Shore:* Baie Comeau, Forestville, La Malbaie, Sept Iles. *Rouyn-Val d'Or:* Rouyn, Val d'Or. *Ste Agathe-St Jérôme:* Ste Agathe, St Jérôme. *Sherbrooke:* Magog, Sherbrooke. *Thetford-Mégantic-St Georges:* Mégantic, Thetford Mines, Ville St Georges. *Trois Rivières:* Louiseville. Trois-Rivières.

ONTARIO

Belleville-Trenton: Belleville, Trenton. *Fort William-Port Arthur:* Fort William, Port Arthur. *Niagara Peninsula:* Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. *Ottawa-Hull:* Hull, Que., Ottawa, Ont. *Sudbury:* Elliot Lake, Sudbury. *Timmins-Kirkland Lake:* Kirkland Lake, Timmins. *Toronto:* Long Branch, Newmarket, Oakville, Toronto, Weston. *Woodstock-Tillsonburg:* Tillsonburg, Woodstock.

BRITISH COLUMBIA

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. *Okanagan Valley:* Kelowna, Penticton, Vernon. *Trail-Nelson:* Nelson, Trail. *Vancouver-New Westminster:* Mission City, New Westminster, Vancouver.

Labour Relations Legislation in 1966

Parliament enacts two emergency statutes

Six provinces amend their labour relations laws

In 1966, Parliament enacted two pieces of emergency legislation—the St. Lawrence Ports Working Conditions Act, and the Maintenance of Railway Operation Act, 1966.

Six provinces—Newfoundland, Prince Edward Island, New Brunswick, Ontario, Manitoba and Saskatchewan—amended their general labour relations laws, with Saskatchewan, Ontario and Manitoba making the most extensive changes.

Ontario also amended the sections of the Public Service Act dealing with negotiating procedures for government employees, and Saskatchewan passed the Essential Services Emergency Act, 1966.

FEDERAL

St. Lawrence Ports Working Conditions Act

The enactment of the St. Lawrence Ports Working Conditions Act resulted from a contract negotiation dispute between the Shipping Federation of Canada Incorporated and the Montreal, Trois-Rivières, and Quebec City Locals of the International Longshoremen's Association.

The previous agreement between these two parties had expired on December 31, 1965. During the negotiations for a new agreement, the matters in dispute concerned not only monetary items, but the question of job security. A conciliation officer was appointed on April 4, 1966 and reported to the Minister on April 15 that there was considerable unrest in the port of Montreal, and that there was the likelihood of a wildcat strike. He recommended that a conciliation board be established immediately. That same day, the Minister notified the parties of his intention to appoint a conciliation board, and he asked them to nominate their representative members to the board.

On April 19, a wildcat strike occurred in the port of Montreal and lasted two days. In his statement to the House, the Minister said that this strike was "ostensibly over the automobile parking privileges granted the longshoremen at that port." He added, "In fairness, Mr. Speaker, I might say that there probably were other reasons, such as the delay factor in making progress with the negotiations."

The Shipping Federation nominated its member on the conciliation board on April 20, the ILA nominated its representative on April 25, and the two representative members were formally appointed on April 29. On May 10, the representatives of the two parties agreed upon Mr. Justice Claude Prevost as the third member and chairman. That same day, a second wildcat strike took place, after which the Shipping Federation took the position that the union members should call off the illegal strike as a condition precedent to the continuation of the conciliation proceedings.

Because of the attitudes of the parties, the conciliation board was not able to deal with any of the issues in dispute, and so reported to the Minister on May 17.

On the following day Judge René Lippé was appointed as a mediator, held several meetings with the parties, and submitted interim reports between May 18 and June 13. A wage settlement was negotiated on June 14 after several Cabinet Ministers and the Prime Minister had intervened.

In his final report, submitted on June 23 and tabled in the House on July 4, Judge Lippé recommended that, in view of the basic problem at the root of the negotiations between the Shipping Federation and the ILA—the money package offered by the Federation, and the increased productivity that it expected in return—an Industrial Inquiry Commission should be established to inquire into working conditions at the three ports, and that the conclusions of this Commission should be implemented by legislative enactment at the earliest possible date.

The first step taken by the Government to implement Judge Lippé's recommendations was taken on June 23, when Dr. Laurent Picard, associate director of Ecole des Hautes Etudes Commerciales of the University of Montreal, and Director of the Business Administration Department, was appointed Commissioner to examine the changes in working conditions proposed by the Federation, and the job security issue put forward by the union.

Further implementing Judge Lippé's recommendations, Parliament passed the St. Lawrence Ports Working Conditions Act on July 14. The Act provides that, when copies of the report of the Commission are furnished to the Shipping Federation and the Union, each collective agreement between them is to be amended by the incorporation of the conclusions of the Commission respecting the following matters:

(a) the size and make-up of work gangs employed in longshoring and related trades at the Port to which the collective agreement applies, the sling loads used in loading and discharging operations at the Port, the strapping of cargo at the Port, and the use of other equipment and methods affecting productivity in loading and discharging operations at the Port, including receiving and delivering cargo, consistent with the health and safety of longshoremen and other persons engaged in such operations;

(b) the calling up and recalling of men employed in longshoring and related trades at the Port; and

(c) the safeguarding of job security, having regard to other changes recommended in the Commission's report, of members of the ILA in good standing on June 1, 1966 who qualify in the calendar year 1966 for welfare benefits under the Shipping Federation of Canada—ILA Health and Welfare Plan, and who earn their livelihood wholly or mainly in longshoring and related operations at the Port, and other members of the ILA in good standing who, in the opinion of the Commission, specially merit the safeguarding of their job security.

The Act makes it quite clear that the Commission's conclusions are to be set out in such form as will enable their

incorporation into each of the applicable collective agreements. The parties will, however, have the right to vary or amend any of the terms and conditions of the agreement.

The Maintenance of Railway Operation Act, 1966

The Maintenance of Railway Operation Act, 1966, was passed by Parliament to bring to an end a legal strike called by the unions representing the non-operating employees of the railways, and about 15,000 operating employees represented by the Brotherhood of Railroad Trainmen, (L.G., Nov. 1966, p. 630).

Collective agreements covering these employees had expired on December 31, 1965. Negotiations for new contracts were not successful, and five conciliation boards were established. Three dealt with the non-operating employees who had previously bargained as a single unit; two, presided over by Mr. Justice F. Craig Monroe, were concerned with two groups of non-operating employees representing about 72 per cent of the total; one, presided over by the Hon. J. C. A. Cameron, was concerned with about 20,000 workers represented by the Canadian Brotherhood of Railway Transport and General Workers. The two other boards, both with Judge Walter Little as chairman, were concerned with the dispute between the Brotherhood of Railroad Trainmen and the Canadian National Railways and the Canadian Pacific Railway Company.

The reports of the first two boards were received on July 4; the third board reported on August 10, and the other two boards on August 12.

The decision to strike was reached on August 22, and the strike was called for August 26, causing a complete stoppage of railway and subsidiary services. Parliament was recalled from summer recess to meet on August 29.

Introducing the emergency legislation, the Prime Minister stated:

> Two alternatives faced the Government, as they faced the country. We as a Government could have abided by by the ordinary law and allowed the strike to continue until the parties finally came to an agreement on their own with all the assistance the Government could give them. Or Parliament could be asked to intervene on the ground that a promulgation of the strike would do such great harm to the public interest, including the interest of the parties to the dispute, as to constitute a national emergency which justified a departure from ordinary practice and law.
>
> We had no difficulty in deciding that it was our duty as a Government to follow the latter course as now being necessary to restore an essential public service with the least possible delay, and to get the railways moving again with the least possible interference with the process of free collective bargaining. For this purpose, we hope that, by agreement, immediate consideration can be given to a bill which is now ready and which, it is hoped and expected, will bring the strike to an end on terms which will be just and fair to all concerned, and which will protect the national interest.

The Act received Royal Assent on September 1. It required the 13 struck railways listed in the Schedule to resume operations immediately, and directed the unions to advise their members that the strike was now illegal and to order them to return to work. Employees were assured that no one would be discharged or disciplined in any way for having participated in the strike.

The Act also extended the collective agreements that were in effect on December 31, 1965 until a new agreement is entered into, or until the end of 1967, if no agreement is reached before that date.

The parties were directed to resume negotiations immediately on the issues in dispute, with the assistance of a mediator named by the Minister of Labour. The Act required the mediator to report on the progress of negotiations by November 15, with provision for a continuation of mediation after that date if favourable progress was being made.

The Act also guaranteed certain wage increases to all employees affected by the legislation, whatever the outcome of the negotiations. It provided for progressive increases until a maximum of 18 per cent is reached by July 1, 1967. The basic wage rates in effect on December 31, 1965 were increased by 4 per cent, effective January 1, 1966; an additional 4 per cent effective July 1, 1966; an additional 4 per cent January 1, 1967; and a further increase of 6 per cent on July 1, 1967.

These were the wage increases proposed as a basis for settlement by Mr. Justice F. Craig Monroe and the Hon. J. C. A. Cameron, the two Chairmen of the conciliation boards dealing with the dispute of the non-operating employees. The Bill as introduced would have amended the agreements only with respect to 1966, and would have left the question of further increases for 1966 and 1967 to be decided by negotiation. Government amendments introduced during passage spelled out also the minimum wage increases for 1967, and provided that these rates were not to be reduced by a decision of the board of arbitrators.

Any issues unresolved at the end of the mediation period are to be referred to a board of three arbitrators appointed by the Governor in Council. If a board is established, it will consider matters related to the revision of the collective agreement that the parties agree to refer to it, and such other of these matters as the Government deems expedient. A decision of the board of arbitrators is to be implemented through the collective agreement. The agreement to which the decision applies will be deemed to be amended by incorporating the decision in it. The parties will be free to agree to vary or amend the agreement as so amended.

A regulation setting up a board of arbitrators is to be tabled in the House of Commons. The regulation will become effective on the tenth sitting day of Parliament after the day the regulation is laid before the House of Commons, unless before that day the regulation is revoked by the House.

The mediator, H. Carl Goldenberg, Q.C., reported favourable progress, and he was directed to continue mediation and to report not later than December 17.

SASKATCHEWAN

Trade Union Act

The 1966 amendments to the Saskatchewan Trade Union Act implemented recommendations made by the Labour-Management Legislative Review Committee.

This Committee was appointed in July 1965 to study the Trade Union Act and make recommendations for changes in the legislation. Altogether, it received 25 briefs, some from individuals and others from employers' associations, unions and other organizations. It also received letters expressing support for positions taken by organizations that had submitted briefs. The Committee held public hearings in Regina in October, and in Saskatoon in November, at which oral submissions were made in "amplification and support of a large number of the briefs presented." In addition to studying the briefs and hearing the submissions made at public hearings, the Committee studied labour legislation in the other jurisdictions in Canada.

In its report, the Committee stated that it had had two important considerations in mind in its approach to the task of making recommendations for changes in the Act. One was that, as far as

possible, labour negotiations should be left to management and the trade union, with a minimum of outside interference. It expressed the hope that both management and labour would approach the bargaining table in a spirit of good-will and co-operation, in an earnest endeavour to resolve any differences that might arise between them without resort to either a strike or lockout. Its opinion was that it is "only in those areas where the public interest places a duty on Government that any interference with this process can be justified."

The second consideration was that the Trade Union Act should be designed to give the maximum protection and freedom to the individual worker. The report stated that the aim of the Committee was "to endeavour to see that the individual employee had his rights protected so far as it is possible, and to ensure the continuance of those rights."

In addition to the 14 recommendations for amendments to the law, most of which were implemented without change, the Committee made two further proposals. In recognition of the fact that the construction industry and the craft unions representing construction workers faced special problems, as they do in other areas, it strongly recommended that the Government give consideration to a further study of these special problems. It also suggested that the regulations of the Labour Relations Board were in need of substantial revision, and that, in making new regulations, consultation should be had with both labour and management groups.

Unfair Labour Practices

There were a number of changes in the section on unfair labour practices. One was that the provision making it illegal for an employer or his agent to interfere with, restrain or coerce an employee in the exercise of his statutory rights was extended to include any other person acting on behalf of the employer.

An "employer free speech" clause was added, giving an employer the right to express his views to employees, as long as, in the Board's opinion, this does not in itself amount to coercion, a threat, a promise, or undue influence.

The so-called "reverse onus" clause, under which the burden of proof that an employee has been dismissed for proper cause rather than for union activity rests with the employer, was amended. The clause now provides that, if an employer or employer's agent discharges or suspends an employee, and it is shown to the satisfaction of the Board that the employee exercised a right under the Act, there shall be a presumption in his favour that he was discharged or suspended because he had exercised such a right, and that the burden of proof that the employee was discharged or suspended for good and sufficient reason shall rest with the employer.

Another amendment is intended to protect employees against unilateral changes in working conditions during the period between certification and the making of a collective agreement. If no agreement is in force, it is now an unfair labour practice for an employer to change rates of pay, hours of work, or conditions of employment without bargaining collectively respecting the proposed changes with the union representing the majority of employees in the unit concerned.

Two new employee unfair practices have been added. One forbids an employee, a person acting on behalf of a labour organization, or any other person, to fail or refuse to bargain collectively with the employer. The other makes it illegal for an employee, a person acting on behalf of a labour organization, or any other individual to declare, authorize, or take part in a strike until after a strike vote has been taken by a secret ballot of the employees who would be called out in the proposed strike, and the majority of employees eligible to vote have voted in favour of a strike.

Under the amended Act, an employer may not be found guilty of an unfair labour practice for refusing to bargain with a representative of a majority of his employees, or for refusing to negotiate concerning grievances during working hours, or for deducting pay for time so spent, or for making unilateral changes in wages, hours and working conditions when no agreement is in force, unless:

(a) the Board has made an order determining that the union making the complaint represents the majority of the employees in the unit; or

(b) it is shown that the employer knew, or had reasonable grounds for believing that the union represented the majority of the employees in the unit when he committed the complained-of acts.

Certification

One amendment to the certification provision raised the percentage of support required for a certification vote. The Saskatchewan Labour Relations Board is now obliged to take a representation vote if satisfied that not less than 40 per cent and not more than 60 per cent of the employees in an appropriate unit have indicated that a named trade union is their choice of bargaining agent, or that they no longer wish to be represented by the incumbent union. Previously, the percentage of support required for a certification vote was 25 per cent.

If a union has been certified, and a rival union files an application to replace it as bargaining agent, the Board is now obliged to conduct a vote if the applicant union is able to show that, within the past six months, 25 per cent or more of the employees in the unit have indicated that they want it, rather than the incumbent union, to be their bargaining agent. The Board may, however, refuse to direct a vote, if satisfied that another union represents a clear majority of the employees in the unit, or if it has already conducted a vote within the preceding six months on the application of the same union.

All votes directed by the Board are to be by secret ballot, and supervised by the Board or a person appointed by it. The Act further provides that "an employee who has voted in a vote under the Act shall not be competent or compellable to give evidence as to how he voted in a court or in any proceedings whatsoever."

The Board is now authorized to exclude professional employees from a bargaining unit, or to grant a separate certification to a professional association unit. If there is an application for an order determining the appropriateness of a unit, or whether a union has a majority, or requiring an employer or union to bargain, the Board may, upon the application of an employee who is a member of a professional association, exclude from the proposed unit all employees who are members of that association, if satisfied that a majority of the members of the professional association are in favour of being excluded.

An order determining the appropriateness of a unit may also be amended to exclude members of a professional association, upon the application of an employee who is a member of a professional association, provided that a majority of the members of the professional association in the unit supports the application, and that the application is made within the prescribed period.

In the amended Act, "professional association" is broadly defined to include: The Law Society of Saskatchewan, the College of Physicians and Surgeons of the Province of Saskatchewan, The Saskatchewan Land Surveyors Association, The Saskatchewan Psychiatric Nurses Association, the Institute of Chartered Accountants of Saskatchewan, The Association of Professional Engineers of Saskatchewan, the College of Dental Surgeons of Saskatchewan, The Saskatchewan Pharmaceutical Association, The

Saskatchewan Registered Nurses' Association, the Saskatchewan Veterinary Medical Association, the Saskatchewan Physical Therapists Association, and the Saskatchewan Institute of Agrologists.

A member of a professional association includes not only a member in good standing of the association who is employed in his professional capacity, but also a person who is a graduate of a recognized professional school at university level, and who (a) is a student, apprentice or trainee of a professional association; (b) is registered with that association with a view to becoming a member in good standing; and (c) is subject to restrictions of that association respecting discipline and conduct.

The Board is also given discretionary authority to exclude from a bargaining unit a person who objects to joining or belonging to a union, or to paying dues and assessments to a union, as a matter of conscience based on religious training or belief. Such a conscientious objector may be excluded, if during such a period he pays an equivalent amount to a charity mutually agreed upon by the employee and the union representing a majority of employees in the unit, or where there is no agreement, to a charity designated by the Board.

Term of Collective Agreements

Every collective agreement will remain in force for the term provided, and thereafter from year to year. If an agreement does not specify the termination date, or provides for an unspecified term, or for a term of less than one year, the minimum duration of the agreement will be deemed to be one year from its effective date.

If an agreement is for a term in excess of three years, its expiry date will be deemed to be three years from its effective date, if either party gives notice of a desire to terminate the agreement or to negotiate a revision. As in the case of other agreements, such a notice must be given 30 to 60 days before the expiry date, and bargaining must commence immediately.

If, on the date that the Board amends or rescinds a previous order and determines that another union represents a majority of employees in a unit, there is a collective agreement with more than one year of its term remaining, the successor union may give notice to terminate or to revise the agreement 30 to 60 days from the first anniversary date of the Board's order.

The Board no longer has authority to specify a common termination date in cases where a union has two or more collective agreements with the same employer, all with different termination dates.

Binding Arbitration

A new feature concerns arbitration of disputes arising out of an agreement. Unlike other Canadian labour relations laws, the Saskatchewan Act never has, and still does not prohibit strikes during the term of collective agreement; nor does it require a collective agreement to contain a provision for final settlement of disputes arising out of an agreement. In practice, most agreements do, however, contain grievance arbitration clauses.

The amended Act now provides for the enforcement of arbitration clauses voluntarily included in collective agreements. It states that, if a collective agreement contains a provision for final settlement by arbitration, without a work stoppage, of all differences concerning its meaning, application or violation, the findings of the arbitrator or arbitration board are final and binding upon the parties, and enforceable in the same manner as an order of the Labour Relations Board—that is, by filing in an office of the Court of Queen's Bench.

If the collective agreement provides for arbitration of grievances, but does not spell out the procedures to be followed, the statutory arbitration provisions will apply. In such cases, if a violation of an agreement is alleged, or if a dispute arises concerning the meaning or application of the agreement, including any question regarding arbitrability, a party to the agreement may, after exhausting any grievance procedure established by the agreement, set the arbitration procedures in motion by notifying the other party that he wishes to submit the matter to arbitration, and by naming his representative to the arbitration board.

If the other party fails to nominate its representative within the prescribed time, or if the two members cannot agree on the appointment of the chairman, any judge of the Court of Queen's Bench must, upon request of a party to the agreement, appoint the member or chairman, as the case may be.

A conflict-of-interest clause is also included. The Act prohibits the appointment of any person who has a pecuniary interest in a matter before the arbitration board or who has, within the previous year, acted as a solicitor, counsel or agent of any of the parties to the arbitration.

Labour Relations Board

In addition to the amendments referred to above, the Act made other changes in the powers of the Labour Relations Board. The clause giving the Board full power to determine any question of fact necessary to its jurisdiction before it, has been deleted.

Also, the Board no longer has discretionary authority to refuse to accept or consider evidence concerning any fact, matter or event that transpired after the filing of an application for an order determining the appropriateness of a unit, or whether a union had a majority, or requiring an employer or union to bargain collectively.

There were also changes in the provisions respecting the Board's power to rescind or amend its orders.

If court proceedings have not been initiated, an order of the Board determining the appropriateness of a unit, or whether a union has a majority, or an order requiring an employer or a union to bargain may be amended at any time, if (1) there is a collective agreement and the parties agree to the amendment; or (2) the Board considers the amendment necessary for clarification purposes. If, on the other hand, court proceedings concerning such an order are pending, the order can be rescinded or amended only if an application is filed during the prescribed period, that is, 30 to 60 days before the anniversary date of the agreement, or the anniversary date of the original order, depending on whether or not a collective agreement is in force.

Union Security

The section on union security, which contains a modified maintenance-of-membership clause that must be included in a collective agreement upon the request of a union representing a majority of employees in the unit, has been amended. New provisions designed to protect against dismissal certain employees who have been expelled from or denied membership in a union have been added.

They provide that, if membership in a union or labour organization is a condition of employment and membership is not available to an employee on the same terms and conditions generally applicable to other members, or if he is denied membership, or his membership is terminated for reasons other than nonpayment of dues, assessments and initiation fees uniformly required to be paid as a condition of acquiring or retaining membership, the employee will be deemed to maintain his membership if he pays the usual dues, assessments and initiation fees.

Further, an employee will not lose his membership for failure to pay any dues,

assessments or fees that are not uniformly required of all members, or that in their application discriminate against any member. It will be an unfair labour practice for an employee, a person acting on behalf of a labour organization, or any other person to try to have an employee discharged contrary to the above provisions or for an employer to discharge a person under such circumstances.

The above provisions do not apply, however, to an employee who has engaged in activity against the incumbent union, or on behalf of another union, if the employer or employers' association has instigated the activity, or participated in it, or contributed financial or other support to it.

Secrecy of Information

A new provision states that information obtained by a member of the Labour Relations Board or a conciliation board or a conciliation officer in the course of his duties is not open to inspection by any person or any court, nor can such a person be compelled to give evidence relative to such information.

Penalties

An individual found guilty of an unfair labour practice is, as before, liable to a fine of from $25 to $200 for a first offence, and to such fine and to imprisonment for up to one year for a subsequent offence. The minimum corporate fine, however, has been reduced from $200 to $25, but the maximum penalty remains $5,000.

The provision empowering the Lieutenant-Governor in Council, upon the application of the Labour Relations Board, to appoint a controller to operate the business of an employer who had defied an order of the Board has been repealed.

Essential Services Emergency Act

The Essential Services Emergency Act, 1966, passed at a special session of the Saskatchewan Legislature, provides for compulsory arbitration of labour disputes in certain essential services in times of emergency.

The special session of the Saskatchwan Legislature was called on September 7 to deal with an emergency the Government feared would develop if a strike of gas supply workers of the Saskatchewan Power Commission represented by the Oil, Chemical and Atomic Workers International Union were allowed to continue. The strike began on September 2 in support of demands for an eight per cent wage increase. The emergency legislation received Royal Assent on September 8 and was proclaimed in force on September 12, thereby making the strike illegal and compelling the employees to return to work.

As the name indicates, the Act applies only to workers in certain essential services. It is confined to labour disputes involving employees engaged in supplying water, heat, electricity or gas service to the public or any part of the public, or employees engaged in the provision of hospital services, including services in any nursing home, geriatric centre or similar institution.

The emergency procedures provided in the Act to settle disputes involving such workers become operable only upon a proclamation by the provincial Cabinet. The Act provides that if, in the opinion of the Lieutenant-Governor in Council, a state of emergency exists in the province or in any area of the province in such circumstances that life, health or property could be in serious jeopardy by reason of a labour dispute involving workers in any of the essential services specified, it may declare by proclamation that, after a date fixed in the proclamation, all further action and procedures in the dispute are to be replaced by the emergency procedures provided in the Act.

Unless the dispute is settled by the date fixed in the proclamation, a three-member board of arbitration is to be established to settle the matters in dispute. The board is to be made up of an appointee of each party and, as chairman, a judge of one of the courts of the Province to be named by the two representative members. The Government may name a member if a party fails to make an appointment, or if a member appointed is unable or unwilling to act, and may appoint a judge as chairman if the appointees do not agree. The parties are to name their appointees within five days of the date fixed in the proclamation, and the selection of the chairman is to be made within five days of the appointment of the second member.

The arbitration board is to hear the evidence of the parties relating to the matters in dispute, and the argument of the parties or their counsel, and make a decision on the matters in dispute. The chairman of the arbitration board is given the powers of a commissioner under the Public Inquiries Act. The board may determine its own procedure, but must give full opportunity to both parties to give evidence and make representations. Where there is no majority decision, the decision of the chairman is the decision of the board. The decision of the arbitration board is binding on the employer and the trade union, and on the employees on whose behalf the union is entitled to bargain with the employer.

On receipt of the decision of the arbitration board, the employer and the trade union are required to put it into effect within 30 days, and to consummate a collective bargaining agreement incorporating the terms of the decision.

A decision of a board of arbitration, exclusive of reasons, filed in the office of the registrar of the Court of Queen's Bench, is to be entered as an order of the Court and is enforceable in the same way as an order of the Court. Each party is to assume its own costs of the arbitration and will share equally the cost of the chairman and other general expenses of the arbitration board.

Once a proclamation is made fixing a date when the emergency provisions come into effect, employees are forbidden to strike or to remain on strike; the trade union is forbidden to call or authorize a strike or the continuation of a strike; and the employer is forbidden to call or authorize a lockout. An officer, official or agent of either the employer or the trade union must not counsel or encourage a lockout or a strike.

From the date of the proclamation to the day the arbitration decision is given, the employer may not alter the rate of wages or any other term or condition of employment of the employees in effect on the day before the proclamation was made.

When a proclamation is made, the trade union is required forthwith to give notice to its members that any strike authorization is revoked and that, if they fail to return to work immediately, the employer may dismiss them. Every person who, on the date of the proclamation, was authorized to call a strike, or who had called a strike, or who is an officer or employee of the trade union (other than an employee engaged to perform duties of a clerical, accounting or stenographic nature only), is required to see that such a notice is given. The burden of proving that the notice was given, or that an employee of the trade union is in an exempted category, shall be on the person charged.

Under a proclaimed state of emergency, a union may be decertified if the employees involved remain on strike or go on strike within the next 12 months. If, in its opinion, the trade union or any officer or employee of the union has not done everything reasonably possible to end or prevent the strike, the Lieutenant-Governor in Council may by order rescind a certification order made by the Labour Relations Board, pursuant to the Trade Union Act, determining

that the trade union represented a majority of employees in the unit.

Such action may be taken: (1) if the employees concerned are on strike on the date of the proclamation, or go on strike thereafter and do not return to work within 10 days after the date fixed in the proclamation; or (2) if they go on strike at any time within the period commencing nine days after the date fixed in the proclamation and ending 12 months thereafter; or (3) if they have gone on strike after the proclamation, have returned to work, and then go on strike again within 10 days after the date fixed in the proclamation.

If the Government decertifies the trade union, these are the consequences:

(1) any arbitration proceedings will cease, and any decision of the arbitration board is null and void and of no effect;

(2) for a period of one year from the date of the order: (a) the decertified trade union "shall cease to represent the majority of the employees" in the unit affected, and will not be eligible to represent any of the employees of the employer; (b) no other local or emanation of the parent union is eligible to represent such employees or any of them; (c) it is no longer a condition of employment that an employee of that employer be a member of that trade union; (d) the way is opened for another trade union to replace the union decertified, notwithstanding the protection of bargaining rights afforded to a representative trade union under the Trade Union Act; (e) the decertified union, its officers and members continue to be liable to any penalty provided under this Act in respect of offences committed prior to decertification.

Penalties

Anyone who calls or authorizes or counsels a strike or lockout, or fails to give the required notice revoking a strike authorization, is guilty of an offence and, on summary conviction, is liable to a fine of up to $1,000 for each day or part of a day during which the strike exists. The Attorney General may file a copy of the order of conviction in the office of the local clerk of the District Court, and the order becomes enforceable as an order of the Court.

No prosecution may be instituted under the Essential Services Emergency Act without the consent of the Attorney General. A prosecution for an offence under the Act may be brought against a trade union in the name of the trade union, and, for the purposes of the prosecution, a trade union shall be deemed to be a person.

If it appears that any person, trade union or association of persons "is acting or is likely to act in violation of any provision of the Act," the Attorney General may seek an injunction to restrain such violation, and the Court of Queen's Bench "has power to grant an injunction, interim injunction or such other relief as it deems just." No injunction or other relief may be granted *ex parte,* however.

ONTARIO

Labour Relations Act

Altogether, the Labour Relations Amendment Act, 1966, which was proclaimed in force on September 1, 1966, made 40 changes in the general labour relations law of Ontario. It repealed the section that enabled municipalities to opt out of the Act; provided for the certification of a council of trade unions; extended the "closed season period" during which a union is prohibited from challenging the bargaining rights of another union; gave employees greater protection against discriminatory practices by trade unions; and authorized the Labour Relations Board to deal with jurisdictional disputes. To encourage greater use of mediation, it also provided for the payment of mediators by the provincial Government.

The Minister of Labour said that the amending legislation embodied one overriding principle, namely, that it would enable the parties to make more effective use of the provincial collective bargaining machinery.

Council of Trade Unions

The Labour Relations Board is now empowered to certify a council of trade unions as bargaining agent, an amendment that is of particular interest to both employers and employees in industries such as printing and construction.

The Minister of Labour said this change would allow for greater stability in the collective bargaining relationship. He stated further, "If it is exercised, as I expect it will be, it will encourage bargaining on a broader and more coherent basis."

Before certifying a council of trade unions, however, the Board must be satisfied that "each of the constituent unions has vested appropriate authority in the council to enable it to discharge the responsibilities of a bargaining agent."

A collective agreement between a certified council of trade unions and an employer is binding on each of the members. Conditions under which a certified council of trade unions may be dissolved or a constituent union may withdraw are also set out in the Act.

If a certified council of trade unions has entered into a collective agreement, the council cannot be dissolved, or a constituent union may not withdraw, until the collective agreement ceases to operate. Also, a copy of the relevant document must be sent to the employer and, in the case of a withdrawal, to the constituent members and the council at least 90 days before the expiry date of the agreement.

If a certified council of trade unions has not entered into a collective agreement, a resolution to dissolve the council, or a constituent union to withdraw, will not take effect until 90 days after a copy of the relevant document is delivered to the employer or the employers' organization, or to the other constituent members and the council, as the case may be.

A collective agreement between an uncertified council of trade unions and an employer will continue to be recognized. Before bargaining begins, such a council must, as before, provide the employer with a list of the unions on whose behalf it is bargaining. Any agreement reached between them is binding on each member or affiliate of the council, except one that has given advance notice that it will not be bound by the agreement.

Certification and Decertification

Formerly, the bargaining rights of a union could be challenged by a rival union in the twenty-third and twenty-fourth months of a collective agreement, regardless of its duration. To protect both the union and the employer, and to ensure stability, the "closed season" has been extended up to the end of the thirty-fourth month of a three-year agreement. If the agreement is for a longer term, a rival union may apply for certification only during the thirty-fifth and thirty-sixth months of its operation, and during the last two months of each year that it continues to operate, or during the last two months preceding its expiry date, as the case may be. The Minister said this amendment recognized the current trend toward longer-term agreements.

A new provision protects a union against decertification proceedings for a period of six months after the commencement of a legal strike or lockout. If the union has given the required notice of intention to bargain and a lawful strike or lockout is in progress, a rival union may not apply for certification or for a declaration that the union has lost its right to represent the employees in that unit until: (1) six months from the date the strike or lockout commenced; or (2) until seven months have elapsed after the Minister has released the report

of the conciliation board or mediator, or notified the parties that he is not going to appoint a conciliation board, whichever occurs first.

If a union has been certified but has not entered into an agreement with the employer, and no declaration of loss of bargaining rights has been issued, a rival union may apply for certification after the expiration of one year, provided that conciliation proceedings are not in progress.

If a trade union has not made a collective agreement within one year of certification, and the Minister has appointed a conciliation officer or mediator, an application for certification or for a declaration of loss of bargaining rights may not be made until: (a) 30 days after the release of the report of the conciliation board or mediator; or (b) 30 days after the Minister has notified the parties that he is not going to appoint a conciliation board; or (c) six months after the Minister has notified the parties that the conciliation officer has reported that differences concerning the terms of a collective agreement have been settled.

Conciliation

To encourage greater use of the mediation procedure, the Act now empowers the Minister to appoint a mediator at any time during the conciliation officer stage, and also provides for the payment of the mediator by the provincial government rather than by the parties. If a mediator is appointed after a conciliation officer, the appointment of the conciliation officer will be terminated.

The conciliation board stage has been retained, but the Minister said that it was his intention "to follow a policy of greater selectivity in respect of the disputes in which conciliation boards are appointed—to appoint boards only where it is likely that they will be of real service to the parties in resolving their dispute."

Other amendments to the conciliation provisions are intended to give the Minister greater leeway in dealing with negotiations for a collective agreement after the conciliation officer stage when no conciliation board has been appointed. The ban on strikes and lockouts and changes in working conditions during conciliation has been extended from 7 to 14 days after the Minister has notified the parties that he is not going to appoint a conciliation board.

Conciliation board procedures were also simplified. Each member of a board will, as before, be required to take an oath on the prescribed form, but the oath may be now administered by another member of the board. Other amendments enable the chairman and one other member to constitute a quorum, and to proceed with the hearing of the matters in dispute. The two members of the conciliation board may also constitute a quorum with the written consent of the chairman.

The provisions respecting extension of time limits for submission of conciliation board reports has also been changed to give the Minister greater control over them. As before, a conciliation board is normally required to submit its report within 30 days. Under the amended Act, this period may be extended for a further period of 30 days by the Minister at the request of the chairman or by agreement of the parties. Any further extension must be agreed upon by the parties and approved by the Minister.

In the construction industry, the normal time limit for the conciliation board's report remains 14 days, but this may be extended for an additional 30 days by agreement of the parties, or for such further period as may be agreed upon by the parties and approved by the Minister.

Union Security

Another amendment permits union security provisions established under a collective agreement to be continued during the period when a new agreement is being negotiated. When a business has changed hands, the same rule applies during the period when the successor employer and the union representing his employees are bargaining.

Unfair Practices

Employees are now given additional protection against intimidation and coercion. The amended Act makes it quite clear that it is unlawful for any person, trade union or employers' organization to seek by intimidation or coercion to compel any person to become or refrain from becoming, or to continue to be or to cease to be a member of a trade union or of an employers' organization, or to refrain from exercising any other rights or from performing any obligations under this Act.

Another amendment is intended to ensure that a member of a trade union who refuses to take part in an unlawful strike will not be deprived of union benefits for going so. The Act now expressly forbids a union to suspend, expel or penalize in any way a union member for refusing to engage in an illegal strike. A person who feels that he has been penalized by a union contrary to this section may file a complaint with the Board. As in the case of other unfair practice charges, there will be an investigation by a field officer, followed, if necessary, by a further inquiry by the Board. If satisfied that the complainant has been suspended, expelled or penalized for refusing to participate in an illegal strike, the Board must declare the suspension, expulsion or penalty void.

Section 89—the section that gave a municipality, including a local board, school board, commission or other local authority, the right to declare that the Labour Relations Act and its protections and obligations did not apply to it and its employees—has been repealed.

The Minister said that henceforth municipal employees would be "treated on the same basis as the employees of any other employer in regard to union representation." He stated further:

> It must be acknowledged that the operation of a municipality, and the work of its employees, has many aspects which are different from the functioning of an ordinary business enterprise. There is, above all, the essential services aspect of employment with a municipality, local board or authority. An employer and a trade union in the municipal field have a very great responsibility to the public interest when compared with an ordinary industrial labour-management relationship. As far as the public is concerned, work stoppages in essential services are unacceptable. Contrary to some public opinion, the fact is that Section 89 does not prevent strikes. Its existence precludes all of the parties involved obtaining the benefits of the conciliation process, of the assistance of the Department itself, and of the procedures which are available under The Labour Relations Act. Accordingly, the public will expect a close scrutiny to be maintained of the course of collective bargaining in fields involving local boards or authorities and municipalities, so that if experience indicates that collective bargaining is not proceeding responsibly, appropriate steps can be taken to uphold and protect the public interest.

The Labour Relations Board is authorized to decide any representation issues that arise after a municipal reorganization. If two or more municipalities are amalgamated, or part of one municipality is annexed by or added to another, the employees of the municipalities concerned are deemed to have been intermingled, and the new or enlarged municipality has the same rights and obligations as a successor employer when a business changes hands and the employees of one of his businesses are intermingled with those of another. Similarly, any trade union concerned has the same rights and obligations it would have

in the case of the intermingling of employees in two or more businesses.

Jurisdictional Disputes

To provide a more effective means of dealing with jurisdictional disputes between trade unions, the Labour Relations Board has been empowered to deal directly with work-assignment disputes. Jurisdictional disputes commissions were first established in 1960 and have operated mainly in the construction industry.

The Minister said that he had received numerous representations asking for changes in the provisions relating to jurisdictional disputes, and that the leaders of one segment of the trade union movement had asked for the repeal of these provisions and to "leave it up to the unions to make agreements with employers to establish and use alternative arrangements for the settlement of jurisdictional disputes."

The amended Act gives unions and employers the right to make their own arrangements by agreement, but continues to provide machinery for the settlement of work assignment disputes if the parties cannot agree. The responsibility for dealing with such disputes has been transferred to the Labour Relations Board, which has been granted wider enforcement powers than those possessed by the former jurisdictional disputes commissions.

If there is no private arrangement, and a complainant alleges that a strike is imminent or is taking place because of a dispute between unions over an assignment of work, the Board may issue an interim order respecting the work assignment, after consultation with any employer, employers' organization, union or council of trade unions concerned.

Cease-and-desist directions may be included in the Board's interim order, or may be issued at any time after the making of such an order. The Board may direct any person, employee, employer, employers' organization, union or council of trade unions and their officers, officials or agents to cease and desist from doing anything to interfere with the terms of the interim order.

If the Board makes an interim order or direction, all persons affected must comply with it, notwithstanding any provisions of the Act or of any collective agreement.

The Board is required to file a copy of an interim order or direction in the office of the Registrar of the Supreme Court. After being entered, it is enforceable by any person, employee, employer, employers' organization, union or council of trade unions affected, as an order of the Court on the day after the day fixed for compliance in the interim order or direction. A complaint made under this section may be withdrawn only upon terms fixed by the Board.

As indicated by the foregoing, unions and employers are still free to make their own arrangements for the settlement of jurisdictional disputes. If a trade union and an employer or employers' organization have made an arrangement to resolve any differences between them respecting work assignments, the Board may postpone its inquiry until the differences have been dealt with in accordance with the arrangement.

A complaint concerning a work assignment may not be made to the Board if there is a provision in a collective agreement requiring the referral of any difference arising out of work assignment to a tribunal selected by the parties. In such cases, the parties are obliged to do or to abstain from doing anything required of them by the decision of the tribunal.

So that there may be no inconsistencies, the Board has been empowered to alter the bargaining unit determined in a certificate or defined in a collective agreement, after the release of its interim order. Upon application of an affected person or party, it may also alter a bargaining unit to enable the parties to conform to the decision of a tribunal. If an employer is bound by two or more collective agreements, and there appears to be a conflict in the description of the bargaining units, the Board may, upon the application of the employer or any of the trade unions concerned, alter the description of any bargaining unit in any agreement. Before disposing of any application to alter a bargaining unit, the Board may make such inquiries as it considers proper, including a representation vote.

Public Service Act

The Public Service Amendment Act, 1966, made some changes in the provisions dealing with negotiating procedures for employees of the Ontario government.

Since 1963, negotiations between the Ontario government and its employees have been carried on by the Joint Council. The Council has been composed of eight members—four public servants appointed by the Lieutenant-Governor in Council, who represented the "official side"; and three public servants and an officer of the Civil Service Association of Ontario appointed by the Lieutenant-Governor in Council on the recommendation of the Association, who represented the "staff side." The Council has been authorized to negotiate any matter concerning the terms of employment of public servants not excluded by the regulations. In case of a stalemate in negotiations, the Act provides for a referral to the Civil Service Arbitration Board whose decision is binding on the parties.

In his statement to the Legislature, the responsible Minister (the Provincial Treasurer) said that it had been decided to amend this section of the Act to "simplify the bargaining procedures by reducing the size of the Council, the formality for preparing agenda, and the requirements for regular meetings." He also said that the amendments had been discussed with the representatives of the Civil Service Association and that they were "in agreement with the principles of the Bill."

Joint Council

The Joint Council has been reconstituted. Instead of eight members, it is now composed of six—three Crown employees appointed by the Lieutenant-Governor in Council, to be known as the "official side"; and three members or two members and one employee, or one member and two employees of the Civil Service Association of Ontario appointed by the Lieutenant-Governor in Council on the recommendation of the Association, to be known as the "staff side." (In the Act, "Crown employee" is defined as any person employed in the service of the Crown or any agency of the Crown, except an employee of the Hydro-Electric Power Commission of Ontario, the Workmen's Compensation Board or the Ontario Northland Transportation Commission.)

Chairman

As before, the chairman is not a member of the Joint Council and does not have the right to vote. The provision providing for the appointment of a vice-chairman has been deleted.

Instead of requiring a minimum of four meetings a year, the Act now makes it mandatory for the chairman of the Joint Council to convene a meeting at the request of the official side or of the staff side, or of both of them.

Agenda of Joint Council

Another amendment concerns the agenda of the Joint Council. The chairman is now required to put on the agenda, in accordance with the rules of the Joint Council, at the request of either the official side or of the staff side, or of both of them, any matter concerning the terms of employment of Crown employees, including working conditions, remuneration, leaves and hours of work that is not excluded by the regulations.

Previously, only matters respecting the terms of employment of public servants could be put on the agenda.

The Minister said that, as a result of the change, matters respecting terms of employment of employees of the Ontario Hospital Services Commission, the Ontario Water Resources Commission, and the Niagara Parks Commission could now be placed on the agenda of the Joint Council, since the Association had substantial membership and was the only association representing employees in these three agencies.

The management of these agencies would be consulted by the director of staff relations on the methods and procedures of negotiation they wished to adopt. Employees of the Liquor Control Board and the Liquor Licence Board would be excluded by regulation because the Civil Service Association of Ontario was not the only organization with members among these employees, the Minister said. (Regulations issued in October established special negotiation and arbitration procedures for employees of the Liquor Control Board and the Liquor Licence Board.)

Agreements

Agreements reached by the official side and the staff side must be put in writing, and three copies signed by the senior member of each side. One copy must be sent to the chairman of the Joint Council, who is required to transmit it immediately to the appropriate authority to be implemented.

Mediation

An important new feature is the provision for the appointment of a mediator, if the two sides of the Joint Council are unable to reach agreement upon any matter. In such cases, the chairman is obliged to refer the dispute to the Minister of Labour who may, within 15 days, appoint a mediator to confer with the representatives of the two sides and try to bring about a settlement. There is no time limit for the mediator's report. In explanation of this, the Minister said:

> Such time limits are very difficult to establish, as the dispute could be a minor one or a major one, and the time involved will vary. The best procedure would seem to be to provide no requirement on time limits to report, and to leave the matter with the parties and the mediator.
>
> I would assure this House, however, Mr. Speaker, that if any difficulties are experienced in regard to undue delays, the legislation will be reviewed and some appropriate amendments made next year. . . .

If the Minister does not appoint a mediator within the prescribed time, or if the mediator fails to bring about agreement, the chairman of the Joint Council will then refer the matter to the Civil Service Arbitration Board for settlement.

The decision of the Arbitration Board will be sent to the chairman of the Joint Council, who will transmit it immediately to the appropriate authority to be implemented.

MANITOBA

Amendments to the Labour Relations Act of Manitoba empowered the Manitoba Labour Board to deal with unfair labour practice complaints, abolished the government-supervised strike vote, and provided for the payment of mediators from public funds.

Other amendments clarified the section on unfair practices, and provided for the continuation of arbitration procedures during the period when a new agreement is being negotiated.

Most of the changes were based on recommendations made in the 1965 report of the Labour-Management Review Committee, commonly known as the Woods Committee.

Permitted and Prohibited Acts

The section entitled "Unfair Labour Practices" has been replaced by one titled "Permitted and Prohibited Acts." This change was recommended by the Woods Committee, which said that the former title was unsatisfactory because it implied wrong-doing unnecessarily.

Some of the prohibitions have also been clarified. In its report, the Woods Committee stated that there was not sufficient protection of the employee in his freedom of choice regarding union membership, or from possible undesirable acts by unions. There was also some doubt regarding the issue of freedom of speech of employers and union officers and representatives, the report stated.

In the amended Act, interference by employers in union activities is again proscribed. As before, an employer or an employers' organization is forbidden to interfere with the formation, selection or administration of a trade union, or to contribute financial support to it.

Discrimination against union members continues to be prohibited. No employer or person acting on his behalf may discharge any person, or refuse to employ or to continue to employ, or otherwise discriminate against any one in regard to employment or any term or condition of employment because that person is a member of a union or is participating in union activities or is involved in organizing a union. No person may impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under the Act.

The prohibition against intimidation or threats has been strengthened. An employer, union or person acting on behalf of himself, an employer, a trade union or any other person is forbidden to seek by intimidation or coercion, or by threat of dismissal or loss of employment or any other kind of threat, or by the imposition of a pecuniary or other penalty, or by undue influence, or by other means, to compel an employee to become, or to refrain from becoming, or to cease to be, a member or officer or representative of a union, or to deprive him of his rights under the Act.

The amended Act guarantees freedom of speech to all parties. It makes it quite clear that an employer, a union representative, or any other person, has the right to express his views, as long as he did not use intimidation, coercion, threats or undue influence. The Minister said that the amendment would give employers "the right to freely express their views and particularly their views about union organization at the time that unions are in the process of organizing."

A "free speech" provision was also introduced in Saskatchewan this year, and similar provisions are contained in the labour relations legislation of Ontario and Nova Scotia.

A new method of enforcing the unfair practices provisions has also been introduced, with the emphasis on investigation and mediation rather than sanctions. An aggrieved person, however, retains the right to resort to prosecution with the consent of the Minister.

The amended Act has empowered the Manitoba Labour Board to deal with unfair practice charges. Procedures are similar to those in Ontario, with an initial investigation by a field officer, followed, if necessary, by an inquiry by the Board.

Upon receipt of a complaint that a person has been refused employment or discharged, discriminated against, or otherwise dealt with contrary to the Act as to his employment, opportunity for employment, or conditions of employment, the Board may assign a field officer to investigate the matter and try to effect a settlement. Upon receipt of the field officer's report, the Board may either terminate the inquiry after notifying the parties concerned, or it may investigate the complaint itself.

If, on investigation, the Board finds the complaint a valid one, it may issue an order requiring the offending party to cease the discriminatory act, which may include the hiring or reinstatement in employment of the person concerned,

with or without compensation for loss of earnings or other employment benefits. The employer must comply with the Board's order, notwithstanding the terms of any collective agreement.

Arbitration

Another amendment provided for the continuation of arbitration provisions after the expiration of a collective agreement. Such provisions will now remain in force until the parties concerned have the right to take a strike vote or to engage in a strike or lockout.

Strikes and Lockouts

The section setting out the conditions precedent to a strike vote or a lockout have also been re-worded to take into account the Minister's absolute discretion to appoint or not to appoint a conciliation officer or a conciliation board. A union may not take a strike vote, no employee may strike, and no employer may declare a lockout unless one of the following conditions has been met:

(1) either party has requested conciliation services, and seven days have elapsed since the Minister has received the request, and during that time has not instructed a conciliation officer to confer with the parties;

(2) a conciliation officer has been appointed, and seven days have elapsed after the date on which his report was received by the Minister, and within that time the Minister has not notified the parties that he intends to appoint a conciliation board;

(3) a conciliation board or a mediator has been appointed, and seven days have elapsed from the date on which the report of the conciliation board or mediator has been received by the Minister.

The government-supervised strike vote —a 1962 amendment that was strongly criticized by unions—was abolished.

One of the other changes respecting strike votes is intended to guarantee secrecy. The Act now stipulates that every strike vote must be by written ballots cast in such manner that the voter cannot be identified with the ballot cast and no one may tell whether a person has voted for or against a strike.

The voting constituency in every strike vote is the bargaining unit represented by the union concerned. The Labour Board will intervene only if there is a dispute concerning the conduct of the vote or the voting constituency. Its decision is final and binding on the parties.

The amended Act makes it clear that the mere taking of a strike vote does not commit a union to a particular course of action. It expressly states that the result of a strike vote does not bind a bargaining agent or a union to a course of action in accordance with the result of the vote. This amendment was introduced because of a 1965 court decision, *Contractors Equipment and Supply (1965) Ltd. v. Building Material Drivers, Warehousemen and Helpers Local 914, (1965)* 53 WWR Part 8 p. 495 (L.G., Mar. 1966, p. 104).

In this case, the judge held that a union which had called a strike after a majority of the employees in the unit had voted against strike action was bound by the result of the vote, and that any strike following a vote which did not authorize strike action was illegal.

Mediation

To encourage more use of mediation in labour disputes, the Act authorized the payment of the expenses and remuneration of a mediator from out of the Consolidated Revenue Fund.

PRINCE EDWARD ISLAND

Amendments to the Industrial Relations Act of Prince Edward Island redefined the term "employer," gave the Labour Relations Board discretion in the matter of representation votes, and provided arbitration procedures for disputes involving policemen, firemen and hospital workers.

The coverage of the Act was extended to employers with one or more employees. Previously, the Act did not apply to employers with fewer than three employees.

The exemption for seasonal businesses was also changed. The only employers now excluded are those operating a business of a seasonal nature that does not require general employment for more than four continuous months in any calendar year. Previously, seasonal businesses operating for six months or less were outside the scope of the Act.

It is now discretionary, rather than mandatory, for the Labour Relations Board to take a representation vote after it has determined that a unit is appropriate for bargaining, and that a majority of the employees are members in good standing of the applicant union.

If a representation vote is taken, all employees employed for 30 calendar days or more prior to the date of the vote are now eligible to vote. Formerly, employees were not entitled to vote unless they had been employed for 60 consecutive working days prior to the vote.

The Act continues to deny members of a municipal police force, full-time employees of a fire department, and essential hospital workers the right to strike, but now provides for binding arbitration of disputes involving such employees.

If a certified bargaining agent has complied with the prescribed bargaining procedures, and a conciliation officer has failed to bring about a settlement, the Minister of Labour must, if he thinks an arbitration board should be appointed, initiate arbitration proceedings by requiring each of the parties to nominate its representative within seven days of the notice. If either party fails to nominate its representative within the prescribed time, or if the two nominees do not agree on a chairman, the Minister will appoint the member or chairman, as the case may be.

An arbitration board will have the same powers as a conciliation board. It will be required to submit its report within 14 days after the appointment of the chairman, or within such longer period as may be agreed upon by the parties or allowed by the Minister.

The decision of the arbitration board will be final and binding on the parties. If the dispute involves persons required for the maintenance of essential hospital services (the term is not defined), the award will also be binding upon the Hospital Services Commission of Prince Edward Island for the fiscal year next following the date of the report.

NEWFOUNDLAND

One 1966 amendment to the Newfoundland Labour Relations Act reworded the prohibition against changing working conditions during certification proceedings without the consent of the employees. It now provides that, once an employer has been notified by the Labour Relations Board that a union has applied for certification as a bargaining agent of a group of his employees, the employer may not—without the consent of the Board or unless a collective agreement has been made which is binding on the employees concerned—alter the rates of wages or other terms of employment until the application has been granted, refused or withdrawn.

Another amendment seeks to ensure a period of stability of bargaining rights after certification. It provides that the Board will not be required to accept or deal with an application for decertification within a period of six months from the date of certification of the incumbent union, the date a previous application to revoke certification was refused, or the date when notice to commence bargaining was given. The Board is, however, given discretionary power to deal with such an application at any time.

NEW BRUNSWICK

The section of the New Brunswick Labour Relations Act defining the status of a municipal corporation in relation to its police officers for the purposes of the Act was clarified. The amendment provides that, where a municipality or a board or commission, of which one or more members are appointed by a municipality, is empowered to prescribe any term or condition of employment for police officers, the municipality is deemed to be the employer in relation to the police officers, and the police officers are deemed to be employees in relation to the municipality.

This provision is to come into force on proclamation.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, DBS (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the government agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

Wage Schedules Prepared In November

During November the Department of Labour prepared 232 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 163 contracts in these categories were awarded.

In addition, 104 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St. Lawrence Seaway Authority, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in November for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	108	$422,079.00
Post Office	9	747,555.40
RCMP	3	266,846.00

During November, the sum of $7,189.40 was collected from 16 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for the distribution to the 151 workers concerned.

Provincial Federations of Labour:

The 1966 Conventions

NOVA SCOTIA

Criticism of legislative and court actions, and the role of automation in labour-management relations, marked the opening of the 11th annual convention of the Nova Scotia Federation of Labour in Halifax, September 28 to 30.

Federation President John Lynk, New Glasgow, termed the use of court injunctions, compulsory arbitration and the outlawing of strikes as "restraints" on the free trade union movement, "the beginning of a police state and the end of the democratic society."

Court injunctions and compulsory arbitration were also condemned by Claude Jodoin, president of the Canadian Labour Congress, who told the convention that they simply provide a method of preventing picketing and interfering with freedom of speech.

He said that it was the right of trade unionists to demonstrate peacefully and present their views, and urged the Federation to do everything in its power to prevent injunctions being used in connection with labour-management relations. British Columbia now held the record for injunctions, he said, having had 296 during the past three years; and this practice served only to destroy the possibility of balance between the two parties in collective bargaining.

No One Suggesting Violence

Mr. Jodoin asserted that no one was suggesting legalized violence; but he said it is unfair, injust and undemocratic to put more hurdles in the way of workers seeking higher wages. Despite Canada's affluent position in the world, he said, at least one-fifth of the population is existing below reasonable standards of comfort and decency.

He pointed out the disparity between the increase in corporation profits and the increase in average weekly wages, and said that, from 1961 to 1965, corporation profits after taxes had risen 57 per cent compared to a 16-per-cent hike in the same period in weekly wages and salaries. "When is the time for the free trade unionist to get a piece of the cake?"

Other Reports

The annual conventions of the Quebec, Newfoundland and Ontario Federations of Labour were reported in previous issues of the LABOUR GAZETTE: March 1966, p. 80; Dec. 1966, p. 709; and Jan., p. 12.

It was the old, old story, said Mr. Jodoin. Profits went up, prices increased, but when workers wanted more money, the propaganda balloon went up, warning inflation. Doubting the inevitability of inflation in this country, the labour leader commented, "A little bit of inflation hasn't killed anyone yet." He declared that Canadian workers would not accept a wage freeze.

Mr. Jodoin was concerned also about the 6,000,000 Canadians with no medical insurance and those with only partial coverage. He said that the federal Government has been promising the Canadian people a health insurance program since 1919—"almost half a century."

Boon, Blessing or Curse?

The delegates, representing 92 locals of a wide variety of unions and a membership of 35,000, heard Federation Vice-President Gordon Smith, Halifax, stress the importance of automation's role in future labour-management relations. He said that no one seemed to know whether automation and technical changes generally were "boon, blessing or curse to labour." Automation, concerned only with increasing corporate profits, "doesn't help the working man," he said.

One of the many resolutions passed urges the federal Government to re-route the shipment of Canada-West Indies trade goods from American to east coast ports. The resolution condemns the current practice as detrimental to eastern Canadian seaports, particularly Halifax.

The decline of the Canadian merchant marine was traced by Federation Secretary-Treasurer J. K. Bell, who said that only one ship is now registered as Canadian. He said it was a mistake for Canada to depend on foreign carriers, many of whose owners were in direct competition with Canadian firms in other lines.

Vice-President Smith was in concurrence. "It is a disgrace for a country with our natural resources not to have a merchant marine."

Constructive Approach

Premier Robert Stanfield urged that organized labour, agriculture, business and industry, work together to find a solution for what he termed Nova Scotia's "greatest problem," the economic development of the province. There was a need for developing thousands of new jobs, he said, and praised the "constructive approach" of organized labour to the problems confronting the area.

Other recommendations and resolutions:

—asked the CLC to press the federal Government to increase the old age pension to $125 a month for persons 60 years of age and over without a needs or means test;

—urged the federal Government to raise unemployment insurance benefits to a basic $40 a week with an additional $5 a week for each dependent;

—encouraged the federal Government to include all workers in the unemployment insurance commission provisions;

—urged amendment of the Unemployment Insurance Act to allow for the payment of benefits as soon as employment was lost for any legitimate reason;

—opposed the use of *ex parte* injunctions in the settlement of labour disputes;

—condemned the practice of compulsory arbitration in negotiation in any form of service and resolved that the Federation executive oppose any such moves by government;

—resolved that the convention call upon the provincial Government to amend the Trade Union Act to provide for a time limit of 30 days from the date on which the arbitrator or chairman

of an arbitration board has been appointed until a decision is handed down;

—urged the provincial Government to enact legislation to provide for effective rent control;

—pressed the provincial Government to keep liquor stores open until 10 p.m. in all towns in Nova Scotia;

—recommended provincial legislation to guarantee the Negro and other minorities an equal opportunity for jobs and living accommodations;

—called for a boycott of South African products, and recommended that Nova Scotians be asked to support the Federation in this cause;

—resolved to ask the provincial Government to investigate tobacco prices and also to introduce legislation requiring a warning label to be attached to each cigarette package, pointing out the danger of contracting cancer through the use of cigarettes;

—urged provincial and federal Conservative parties to help implement the national Medicare plan;

—recommended a Board of Inquiry to investigate the "recent and unwarranted" increase in the cost of living and to consider effective price controls, and recommended the establishment of a consumer's division to provide information and to establish standards of quality and packaging;

—recommended a government-sponsored car insurance plan, similar to that of Saskatchewan, and urged respective provincial labour federations in the Maritimes to ask their provincial Governments to implement the plan; and

—resolved to petition the provincial Government to provide collective bargaining rights for Nova Scotia employees of police departments under the Trade Union Act.

Unification of Federations

John F. MacMillan, president of the New Brunswick Federation of Labour, and guest speaker at the Nova Scotia convention, predicted in a special interview in Halifax that labour will be strangled within 20 years in provinces where it has become the practice to bargain with outside industrial concerns for new industries. Tempting new industries to low-wage areas like the Maritimes could only worsen depressed areas, he said.

Earlier in a speech before the convention, he called for a unification of the four Atlantic federations. "We can no longer operate as separate entities."

There was an immediate need for a highly qualified technical research office for organized labour in the Atlantic area, he said, sponsored either completely by the four federations, or jointly with the Canadian Labour Congress. It was necessary for statistical material to be available to all federation members and their affiliates.

Mr. MacMillan urged a reassessment of the value of labour federations, with a view to providing better services to members.

During the closing session, the 1966 officers noted in their report that although a five-cent-an-hour increase in the minimum wage rates had become effective June 1 of this year, "we can see no narrowing of the wage gap with the Upper Canadian provinces."

New officers elected included John Lynk, President; J. K. Bell, Secretary-Treasurer; Tom Mombourquette, Vice-President for Cape Breton; Don Murphy, Vice-President for Pictou County; William Noiles, Vice-President for Colchester-Cumberland County; Charles Parker, Vice-President for the Annapolis Valley; Gordon Smith, Vice-President for Halifax; and Clarie Webber, Vice-President for the South Shore area.

PRINCE EDWARD ISLAND

Delegates to the annual P.E.I. Federation of Labour Conference at Charlottetown on September 17, heard Hon. Elmer Blanchard, Provincial Minister of Labour, discuss plans for the formation of a management-labour relations committee. "We are convinced that if this proposed commission can function effectively, it will produce undreamed-of results in the field of management-labour relations," he said.

He stressed the fact that, if the province is to develop its full industrial potential, "management, labour and government must put an end to the strange and senseless idea of separation, and move toward a new era of co-operation and communication."

At an evening banquet, the guest speaker, William Dodge, Executive Vice-President to the Canadian Labour Congress, elaborated on the danger of wildcat strikes. He mentioned that well-organized strikes are more likely to be successful. "The public are frightened of wildcat strikes and there is no need to take unauthorized or illegal action," he stated.

William M. Shields, who served as Vice-President of the Federation since it was organized three years ago, was elected President. Other officers elected were: Everett Baker, Sherwood, Secretary-Treasurer; Everett MacLeod, Borden, Vice-President in Prince County; J. C. Carroll, Parkdale, and Lloyd White, Charlottetown, Vice-Presidents in Queen's County; and Dennis Thibodeau, Georgetown, Vice-President.

NEW BRUNSWICK

Speaking at the opening of the New Brunswick Federation of Labour convention, September 26 to 28, Minister of Labour K. J. Webber, told delegates that, to meet the changing demands in New Brunswick industry, crash courses to provide worker-training will be set up under a new branch of the provincial labour department. He said that the new industrial training branch will encompass the labour department's industrial manpower training programs by supplementing its present apprenticeship training system.

Mr. Webber pointed out that, the provinces' manpower needs are changing swiftly. "We realize there is a need for courses of shorter duration that will provide training in occupational and specialist fields of industry.

"A greater demand for more highly trained, competent and productive workers is prevalent. While many more skilled jobs are developing, many unskilled jobs are disappearing, and all of these changes have resulted in the expansion of the industrial, technical and vocational training programs."

Canadian Labour Congress representative, Joe Morris, Ottawa, blamed the rising cost of living on "the large and continued growth in profit-taking by major Canadian industries." Mr. Morris said that profit gains in recent years had been nothing short of spectacular, and "the ability of Canadian industry to pay higher wages is obvious to everyone."

A Small Price

Mr. Morris said that strikes sometimes cause inconvenience and often cause suffering, but it was a small price to pay for the democratic right of workers to lay down their tools. There are countries where they are denied that right, he said.

Clifford A Scotton, Federal Secretary of the New Democratic Party, said that "employers have a responsibility to discuss and negotiate technological change with their employees. If they fail to do so, then governments must introduce legislation compelling them to do so." He told the convention that the people of New Brunswick and of the Atlantic provinces generally "have to run harder than their fellow citizens in other parts of Canada just to maintain their relatively lower standards of living."

The Federation voted to ask the New Brunswick Government to abolish the Garnishment Act. The resolution said that the Act is imposing hardships on

workers and their families, especially in cases when it is beyond their control to meet their obligations.

One of the principal resolutions passed asked that no injunctions be granted in labour disputes, until both parties had been given an opportunity to be heard.

Other Resolutions

Other resolutions called for:

—the establishment of a prices review board "which would determine whether or not there was a legitimate need for the price of the commodity to be increased;"

—an Atlantic union of the four Maritime provinces;

—an investigation by the provincial government into the implementing of a government-operated car insurance program comparable to the one in the province of Saskatchewan;

—the establishment of an office of ombudsman to aid individual citizens who encounter problems with an administrative branch of the provincial Government;

—the federal Government to amend its small loans act to allow for a maximum interest on loans of more than $1,500;

—provincial consideration of sweepstake lotteries to lessen the tax burden.

Other resolutions in brief called for prohibiting the use of "give-away gimmicks," open fishing rights to the public at a standard license fee, investigation of provincial medical services, and the setting up of a manpower program in the province.

MANITOBA

Manitoba provincial labour minister Obie Baizley considers the right to strike an essential part of a good labour movement. In an address at the opening of the Manitoba Federation of Labour annual convention, October 14-16, Mr. Baizley said that "free collective bargaining with the right to strike is essential to the growth and development of a strong and responsible labour movement."

He believes also that a healthy and responsible labour movement is not only the best way to establish equitable wages and to develop fair wages standards, but that it "has much to contribute to the preservation of those freedoms upon which our whole way of life is based."

Canada is one of the most prosperous nations in the world, he said, but the wealth is poorly distributed. "We are not going to find the equitable distribution by shouting, by demonstrating, or blaming the government, by denouncing the 'profiteers' or by glibly excusing ourselves with some popular cliché."

Organize and Build

William Dodge, an Executive Vice-President of the Canadian Labour Congress, told delegates that the only way to a better standard of living was to "organize, build your unions, build your labour councils, and build your Federation." The reason Manitoba workers get poor wages, he said, is that too few of them belong to labour unions.

"Unorganized employees have no power to bargain with wealthy corporations, and are generally underpaid, underprivileged and thoroughly exploited."

Without giving a source, Mr. Dodge said average weekly wage figures in Canada for May 1966 showed that the average manufacturing worker in Manitoba was paid $77.17 a week in that month. This was $14.19 below the "national average," he said, and $2.06 less than "his fellow worker in Newfoundland, a province hardly known in the past for its high wage levels." He told the delegates that Newfoundland had shown higher wage and salary levels than Manitoba since February 1966 and that although Winnipeg is the fourth largest city in Canada, it has the lowest wage scale.

Court Injunctions

Assuring the 300 delegates that the CLC is continuing its fight against court injunctions. Mr. Dodge said, "The tendency of management to use the courts as a weapon in the centuries-old battle to weaken trade unions has destroyed the confidence of workers in the rule of law and the impartiality of our courts."

Compulsory arbitration will never do away with strikes in vital industry, he said. "The threat of compulsory arbitration, and the struggle against court injunctions limiting mass picketing during strikes, will spur the Canadian labour movement into a new area of militancy and solidarity."

Mr. Dodge said that the labour movement realizes its collective bargaining techniques are imperfect. "But we have to bear in mind that no better way of settling wage and work condition questions has even been devised."

New Attitudes

The president of the Manitoba Federation of Labour, R. J. Henderson, said that a new approach to labour-management relations can only come about through new attitudes on both sides of the bargaining table.

"The key word must be co-operation," he said. "Unions have a greater role to play in modern society than just that of an economic agent for employees. We are ready to accept a larger share of the responsibility for increased productivity and efficiency in administration. In return, unions demand a more equitable share in the resulting increase in productivity."

The Federation president said there were things unions must aim for in future negotiations: gaining back purchasing power lost through the erosion of inflation during recent years; assessing labour's position in relation to productivity in a given plant; and striving for automatic wage hike clauses in future agreements to become effective when living costs rise.

Mr. Henderson criticized Canadian corporations for helping cause inflation by taking too large a profit slice. "Between 1961 and 1965 corporation profits in Canada, after taxes, rose 67 per cent. In the same period average wages and salaries went up by only 16 per cent," he said. "It is folly to blame unions for the increase in living costs and for inflationary pressures on the economy."

Two Controversial Issues

The two most controversial issues in Canadian trade unionism, court injunctions and compulsory arbitration, were condemned in resolutions. The resolution on injunctions:

—urges federation officers to seek a change in provincial legislation to outlaw injunctions in labour disputes in Manitoba; and

—calls on the provincial committee on labour relations and employment standards, headed by Prof. H. R. Woods, McGill University, to give the matter top priority during its current deliberations.

Delegates also passed several technical resolutions calling for changes in the regulations of the Manitoba Workmen's Compensation Board and urging the Manitoba labour board to help fight unfair labour practices in cases where workers fired for union activities do not have sufficient money to carry their cause to success.

Union delegates showed their disapproval of a proposal made by the provincial Government to place Medicare on a voluntary basis in July, 1967. Area representative Joe Wilford, United Packinghouse Workers of America, said, "we want free, tax supported Medicare for everyone and should do everything in

our power to let everyone know about it." The medical resolution was passed by a unanimous standing vote of the 300 delegates attending the three-day convention.

Medicare

Stanley Knowles, (NDP—Winnipeg North Centre) told delegates that the party will fight for Medicare, higher old age pensions and civil servant bargaining rights. Old age pensions would have to be raised by at least $30 to $105 a month as quickly as possible, and preferably by as much as another $20 to $125, he said.

Mr. Knowles assured delegates that the days of the indignities and trouble of means tests were over. "We are not going to turn the clock back half a century just to get our senior citizens the added means they so desperately need."

Turning to collective bargaining for federal civil servants, Mr. Knowles said that the fight is against compulsory arbitration clauses contained in legislation now before Parliament. "It won't be collective bargaining unless both sides have equality in the negotiations. The Bill now before Parliament is simply not good enough."

The Federation re-elected R. J. Henderson, Winnipeg representative of the Canadian Union of Public Employees, to a second one-year term as President. Also elected were Joe Wilford, United Packinghouse Workers of America, as first Vice-President, and John Pullen and Gordon Ritchie, Electricians and Department Store Employees, Winnipeg, Vice-Presidents.

SASKATCHEWAN

It is up to labour and management to establish and maintain smooth relations if they do not wish government interference, Lionel P. Coderre, Minister of Labour for Saskatchewan, told delegates to the 11th annual convention of the Saskatchewan Federation of Labour, October 6 to 8. "Time and again, labour organizations have made it clear that they do not like government interference in collective bargaining. This is something I fully understand", he said "[but] it is up to them not to upset the apple cart and not to create the circumstances where government action becomes necessary, regardless of personal feelings."

He congratulated the delegates on the excellent record that Saskatchewan has maintained with regard to labour-management relations. "The time lost due to strikes and lockouts in our province has remained at a very low level, which indicates that both labour and management are becoming increasingly conscious of their responsibilities to the nation as a whole."

Mr. Coderre mentioned the number of new jobs created in Saskatchewan since 1964. He said that, in a new publication started by the Dominion Bureau of Statistics two years ago, one could find information on employment in establishments in Saskatchewan that employ approximately 40 per cent of the non-agricultural force. "According to this publication, 12,000 more people were employed in the summer of 1966 than two years before. If we bring this estimate up to 100 per cent we may estimate the over-all increase in employment since 1964 at some 30,000." And he added that, with the June census, it could be higher.

Guaranteed Income

Joe Morris, Vice-President of the Canadian Labour Congress, told the conference that one of the main items on the agenda at the CLC executive meeting in Ottawa, October 13 to 15, would be policy with regard to injunctions. Whereas the CLC is opposed to compulsory arbitration, he intimated, it is felt that arbitration has a definite place on the Canadian labour scene, especially "where differences occur in agreements within the framework of the contract, wrongful dismissals, or violation of contracts."

In an interview Mr. Morris prophesied that a guaranteed income would come within 10 years. He said that automation and advanced technology would rule out the possibility of everyone's having a job. "The government will have to take steps to provide a guaranteed income for every citizen, and the development of a socialist state will be inevitable."

Automation may result in obsolete skills, but it cannot be permitted to result in obsolete people, averred Stirling McDowell, Assistant Secretary of the Saskatchewan Teachers' Federation. Mr. McDowell believes that although technical competence is necessary in the face of automation and technological advances, it is actually less important than training people to adjust to modern-day trends.

W. G. Gilbey, President of the Saskatchewan Federation of Labour, criticized the Essential Services Emergency Act passed by the Saskatchewan Legislature in September by calling it a piece of "ham-stringing and union-busting legislation."

"The introduction of compulsory arbitration in many disputes, in particular the ESE Act and the increased use of injunctions, promotes the aim of the employers across the nation to destroy full and free collective bargaining.

"The trade union movement can only meet this challenge with the utmost unity and activity, in order to restore the full right to strike and to gain the right of bargaining on all issues affecting security."

Executive Report

Despite obvious setbacks, labour in Saskatchewan seems to have moved into a brighter situation and an awareness of the need for labour to be united has developed, according to the Saskatchewan Federation of Labour's executive report. The report said that, looking back over the last two years, labour's new position has risen basically from two contradictory factors—the buoyant North American economy that was given full employment, and the backward swing in Government policy against the wage and salary earner both in Canada and in Saskatchewan.

"It has become abundantly clear," the report continued, "that there exists what is hard to avoid calling a 'conspiracy' by big business through their helpers in Government to blame wages for what is really profit inflation. Saskatchewan itself is a prime example of a province whose income distribution discriminates against labour. The figures show that Saskatchewan was the only province in Canada, except Newfoundland, where there was no average hourly earnings increase whatever in 1965."

The wage figures contrast sharply with the latest government White Paper which shows that the average income for Saskatchewan citizens rose by more than 16 per cent in 1965. The discrepancy can only mean that the Saskatchewan employee was severely short-changed in that year, the report said.

The Federation re-elected all officers of the executive council. The executive officers included Mr. Gilbey, Regina, President; W. A. Ferguson, Moose Jaw, first Vice-President; Mike Germann, Saskatoon, second Vice-President; Len Wallace, Regina, third Vice-President; and I. E. Moore, Regina, Treasurer.

ALBERTA

Introduction of a 30-hour, five-day work week; an increase in the provincial minimum wage to $1.50 an hour for all workers; extensive changes in the Alberta Workmen's Compensation Act; an increase in old age security payments to $100 a month without a means test; and three weeks paid vacation for all employees in the province—these were among the measures urged in resolutions approved by the Alberta Federation of

Labour at its annual convention, held in Calgary October 26 to 28.

Among the principal speakers were Hon. Raymond Reierson, Minister of Labour of Alberta and Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress.

When it was first introduced, the resolution urging the introduction of a 30-hour week, aroused considerable opposition, and was finally referred back to the resolutions committee for study. One delegate said that giving unemployment as a reason for the shorter week was "malarkey"; and another described the proposal as "ridiculous," adding that "no government would do it," and that the only way to win a shorter week was by negotiation in individual cases.

On the other side, one of the delegates affirmed that there was still a quarter of a million unemployed in Canada. Another said that, at the present time, talk about unemployment was "purely emotional," but he argued, "We want this for protection in the future."

When the resolution was brought back in an amended form the next day, it was passed with little objection. The original motion had demanded "immediate enactment," but the amended resolution called for a 30-hour week "in the near future."

Amendments

Amendments to the Workmen's Compensation Act that the Federation wanted were:

—compensation benefits to be raised from 75 per cent of regular earnings to 100 per cent;

—disability pensions, now based on wages, to be made uniform and brought into line with the higher wages of recent years;

—the allowance to a dependent widow or widower to be raised to not less than $125 a month;

—the ceiling for compensation for disability, now $5,000, to be raised to at least $7,000.

The delegates defeated a resolution that urged the making of a search for an alternative to work stoppages, which, it said, were "not in the best interests of labour, management or the public." The resolution asked the Federation to consider the advisability of setting up a board composed of workers, industry, government and the public to seek equitable wage settlements.

Other Resolutions

Other resolutions approved by the convention called for:

—the taking over by the federal Government of the Canadian Pacific Railway system, including all its operations besides that of the railway, and setting it up as a crown corporation;

—public ownership of utilities, including hydro and gas resources, railways and telephones;

—abolition of ownership of property as a condition of nomination for public office;

—redistribution of seats in the provincial legislature to provide fair representation for urban voters;

—department and chain stores to be required by the provincial Government to remain closed on statutory holidays;

—a clearer definition of the term "employee" under the Alberta Labour Act, the present definition being alleged to restrict union membership by calling some employees supervisors, which the Federation called "union-busting;"

—the provincial Government to provide funds to enable mental hospitals to raise the "deplorable" and "starvation" wages paid to employees;

—the provincial Government to raise the fee for jury duty to $25 a day;

—more speed in retraining labourers, and laws to require the management of any establishment of reasonable size to establish retraining programs for their own employees.

Medicare Delay

The convention also condemned the federal Government for delaying the inauguration of its medical care scheme until July 1968, and Premier Manning's opposition to medicare "on what he calls principle."

An emergency resolution presented by the executive and approved by the delegates, criticized the Saskatchewan Government for taking away the collective bargaining rights of gas and clerical workers during a strike period, and condemned as "undemocratic" the legislation that provided for compulsory arbitration during the strike.

Another adopted resolution accused the employers, and forces opposed to labour, of having misused the Criminal Code of Canada by obtaining unnecessary injunctions to restrain legal strikers.

The convention approved a resolution calling for systematic disarmament by Canada, and asking the federal Government to exert its influence in the United Nations to seek a disarmament agreement among the nations of the world.

The delegates condemned a section of the Alberta Labour Act that forbids "informative picketing" for the purpose of obtaining union membership and certification.

Reierson Urges Restraint

Hon. Raymond Reierson, Alberta Minister of Labour, urged the AFL to restrain its demands in order to help Alberta to enjoy the country's "finest standard of living." Industry should recognize its responsibility also to the public interest in connection with the setting of prices and profit levels, he said.

The Alberta Pension Benefits Act, which is to come into effect on January 1, was designed with portability in mind, the Minister told the delegates. Answering labour complaints that benefits would become "locked in" under the terms of the Act, he explained that this would be true of only half the employees' contributions. This was in accordance with the Government's aim of attaining "the greatest possible degree of uniformity" in provincial pension regulations across the country.

Little Progress

Canada has shown very little progress in industrial relations in the first hundred years of her existence, Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, said in his address to the convention. In two important ways, the degree to which management has accepted labour and the extent of labour's participation in solving economic problems, the Canadian record was shameful.

Progress in this field must rest on greater maturity on both sides and on a recognition that each partner in the economy has its proper role and a full right to existence, Mr. MacDonald said.

Election of Officers

Roy Jamha, Edmonton, was unanimously elected president in succession to the retiring president, Doug Murdoch, who declined nomination after the passage of a resolution that excluded a full-time employee of the Federation from seeking elective office in the body. Mr. Murdoch was appointed earlier this year as the first full-time organizer of the AFL.

Frank Bodie, Edmonton, was re-elected Secretary-Treasurer without opposition, and the following were elected unanimously: Keith Johnson, First Vice-President; Pat Lenihan, Calgary, Second Vice-President; and Peter Uganecz, Third Vice-President.

BRITISH COLUMBIA

At the opening of the B.C. Federation's annual convention in Vancouver, October 31 to November 4, President

Al Staley condemned "the instant economics of the provincial Government," and asked for greater economic planning.

In a keynote speech, he called for two major proposals: creation of a B.C. economic council to work with federal agencies and the Economic Council of Canada in research on the state of the national and provincial economy; and establishment of a three-party commission, representing labour, management and the public, to study ways of improving labour legislation.

Mr. Staley condemned the Government's attempt to limit overtime as a measure introduced without proper thought or planning. "If any evidence is needed, there is the spectacle of the Government's prosecuting the Lenkurt strikers for refusing to work overtime at the same time as the overtime ban was announced," he said.

"What we need and what we have advocated is an end of patchwork, stopgap measures, and their replacement with realistic, forward economic planning. While the Government has been demanding restraint, cutbacks and austerity, it has itself refused to provide any guidelines on prices and profits, but has tried to place the whole blame on wages."

Re-write Laws

Mr. Staley said political and economic restrictions and fear of injunctions could only embitter labour-management relations. "We need an economic council to provide us with the tools of an economic policy and the re-writing of our labour laws to provide for constructive labour relations."

The executive council warned unions that it may withhold strike support if certain steps in Federation policy are ignored. Ray Haynes, Secretary-Treasurer of the Federation, said the Federation policy of arranging meetings with unions contemplating strike action has been instrumental in some cases in getting settlements without strike action. "Unfortunately there are still a few instances where unions fail to notify the Federation prior to taking strike action," he said.

Mr. Haynes believes that present labour laws and regulations represent a roadblock to union's attempts to organize workers. He declared that the onus at present is on a union to prove that one of its members has been fired because of unfair labour practices by the employer, whereas "the onus should be on the employer to prove he fired for good cause."

Delegates approved a recommendation that employers be given stiff fines for violation of labour disputes and regulations. Convention approval came after the Federation's legislative committee submitted a report showing that offences against labour laws increased to 3,384 in 1965 from 3,300 the previous year.

Nine-Point Program

Major points in the legislative committee's nine-point program for the fight against injunctions are:

—the Federation executive would appoint themselves certain delegates and other affiliated trade unionists to lobby all legislature members on the issue and publish MLAs views;

—a defence fund would be built up by an assessment of $2 a member to support the fight;

—the Federation would continue to press for meetings with the provincial Cabinet;

—a broad education program would be undertaken to acquaint union members and the public with what the Federation viewed as the evils of the use of injunctions.

Tilco Plastics

At a public meeting sponsored by the YM-YWHA and the Canadian Civil Liberties Association, David B. Archer, president of the Ontario Federation of Labour, told a panel discussion on "Respect for the Law" that society is "very close to a situation where the right to protest is being taken away by the courts in an attempt to justify an injust position."

He said he was referring specifically to the case of the 25 men jailed as a result of demonstrations outside the Tilco Plastics Limited Plant in Peterborough (L.G., Jan., p. 15). Trade unions are "in the position of trying to demonstrate against a decision of a court—and it was an unfair decision. As a result we find 25 of our people in jail." Mr. Archer contended that there should be no restriction on the number of persons on a picket line.

Delegates approved other resolutions calling for:

—legislative amendments to make technological and other changes in working conditions introduced during the life of a union agreement subject to negotiations, with the workers having the right to strike if necessary;

—appointment of a provincial ombudsman to help citizens who require redress when in dispute with judges or any agencies of the government;

—establishment of $1.75 minimum hourly wage for men and women in B.C.;

—jurors' pay of $25 a day;

—provincial legislation to ensure house-to-house voters' enumeration;

—abolition of the government-supervised strike vote (delegates felt a vote conducted by the unions should be sufficient);

—reduction of the voting age to 18; (it is now 19 provincially and 21 federally);

—a law to ensure that a union certification should automatically extend to new companies owned by the company covered by the original certificates;

—a law forbidding use of strike-breakers by a company facing a legal strike.

Inter-union rivalry is one of the biggest obstacles confronting labour's fight to sign up unorganized workers, the convention was told. A report, submitted by the Federation's organizing committee and adopted by the convention, said that the biggest stumbling block to organizing is the multiplicity of unions with conflicting jurisdiction. "In many cases, while one union is organizing at the front door, another one is at the side door."

Central Labour Voice

Charles Stewart, business agent for the Amalgamated Transit Union, said that unions outside the CLC are doing their members a disservice. His comments followed a debate on a resolution calling on the CLC to do everything in its power to make itself the central labour voice in Canada for all trade unionists. Mr. Stewart said that the growth of the Confederation of National Trade Unions, a Quebec group, has been based on organized labour's inability to service and speak for labour in that province.

Roy Smith, a delegate from the Longshoremen's Union, said organized labour can do a better job of correcting errant unions who flout the CLC's policies, program and platform by including them within the official family of labour. "I am not suggesting that in some cases there was not good reason for getting rid of some of the unions at present outside the CLC," he said, "but it is much better to have them in the family than to ostracize them and be involved in a continual battle."

A proposal that labour endorse the principal of "banking" overtime attracted interest but no action at the convention. In effect it would mean that when a man worked overtime he would be paid only straight time rather than premium time. The remainder of the overtime pay would then be banked and would be paid to the employee if at some future date he wanted time off or was laid off.

Sydney Thompson, president of the Vancouver local of the International Woodworkers of America, led the opposition to the resolution by arguing that construction workers who normally work a considerable amount of overtime in the summer could build up a sizable backlog of banked pay. "If [they] have this bank of overtime pay, they might not be able to draw unemployment insurance," he said. After a lengthy debate, delegates voted to withdraw the resolution and subject it to a year's study by Federation officers.

During a debate on a three-part economic resolution, Patrick O'Neal, a Pulp and Sulphite Worker delegate, charged that Canada's combines legislation "is the poorest in the world." Mr. O'Neal contended that the legislation gives firms a license to manipulate, manoeuvre and administer prices of goods across the country. He said a small group of companies control the meat, automobile, electrical and other industries in Canada, and that charges against these companies under the present combines law have no effect.

Mr. O'Neal described the regulations controlling air pollution in British Columbia "as a joke." The maximum fine in most B.C. municipalities for polluting the air is $100. "Compare this with Ontario where the first offence draws a fine of $5,000 and the second offence $10,000."

Mr. O'Neal's report was passed by the convention. Its key point calls for the labour Federation to press for a provincial pollution control board with adequate staff and finances to carry out the powers designated under the Pollution Control Act. The program also calls on the Federation to consider giving financial aid to prevent Western Mines Limited from dumping waste into Buttle Lake, and to support the policies of the B.C. Wildlife Federation.

Incomes Policy

The three-part economic resolution passed by the convention urges a rollback of interest, more home construction funds at lowered interest rates, and effective restraints on costs, prices, profits, dividends and corporate executive compensation to secure a balanced incomes policy for economic expansion and full employment.

The delegates agreed to a resolution which urged that a committee meet with members of senior citizens' groups and other bodies to learn more about the problems and needs of pensioners and retired members of society. The resolution said that automation and mechanization make it necessary for people to retire earlier and live on an inadequate pension.

The convention also approved resolutions calling for a provincial Government automobile insurance plan, free school supplies for all elementary and secondary students, free nursery schools, kindergarten and university education, and government regulation of used car safety standards.

Delegates approved an education committee report which recommended that a seminar be held for representatives of the B.C. Teachers' Federation on the principles and operations of trade unionism. The report also recommended establishment of a permanent speakers panel to be available to schools, universities and other groups to explain labour's position on various issues.

Manpower Proposals

Proposals adopted on manpower included:

—creation of a government-management-labour committee to study apprenticeships and their relation to technical and vocational schools;

—re-examination of government expenditures so that the predicted slack in the economy can be taken up quickly before widespread unemployment develops;

—free job training and retraining programs by federal and provincial Governments, and establishment of a fund to provide financial aid for workers forced to move to get work or to train.

Resolutions also called for nuclear arms to be removed from storage in Canada, abolition of the Senate, appointment of a full-time Minister of Labour for British Columbia, increased tax exemption, a probe of the National Hockey League, and nationalization of the Canadian Pacific Railway.

Delegates want the Federation to press for shorter working hours in the forest industry as a means of combating mechanization and automation, and to expand its efforts to provide an over-all reduction in the workweek for all unions. They also asked for a retirement age of 60 with adequate pensions.

Other Resolutions

In other resolutions the convention urged:

—the Canadian Labour Congress be asked to press for a guaranteed annual wage;

—inclusion of persons on coroners' juries who are familiar with industries where fatal mishaps occur;

—Federation support for action to give French-Canadians equality with English-Canadians;

—CLC action to obtain loans for persons in low-income brackets at no more than three-per-cent interest;

—the CLC lead a nation-wide campaign to have a comprehensive, medical care insurance plan in operation by 1967;

—a compulsory government car insurance program;

—improved car safety standards through government regulation and highway improvements;

—inclusion of dental care in medical insurance plans;

—all materials such as hydro machinery used in public projects be manufactured in British Columbia whenever possible;

—clearing of all land in British Columbia flooded as a result of construction of the Libby Dam in Montana;

—a continued labour fight against exploitation of parks, by mining, logging and other industrial interests.

Other resolutions passed at the closing session sought:

—establishment of an independent commission to administer all private hospitals in British Columbia;

—fencing off of all provincial highways to end the traffic hazard created by wandering cattle;

—abolition of the provincial sales tax;

—greater autonomy for locals of international unions in Canada;

—deepening of the Fraser River;

—Federation support of the postal workers in their fight against Bill C-170, which postal employees have branded as restrictive, anti-labour legislation;

—implementation of Mr. Justice C. W. Tysoe's recommendations on workmen's compensation;

—improved payments for workers disabled by injury;

—amendment of the constitutions of international and national unions to provide that all local unions affiliate with provincial labour federations and councils in their areas.

Delegates re-elected President Al Staley of the Carpenters' Union, first Vice-President Jack Moore, International Woodworkers of America; and second Vice-President George Johnson of the Meat Cutters. Len Guy, International Typographical Union, was moved up from fourth Vice-President to third Vice-President. Delegates elected also Ray Haynes, who had been acting as secretary for about six months on executive council authority.

Technological Change and Security of Employment

The reaction of the labour movement to technological change has varied between outright opposition and acceptance of change with an attempt to mitigate its adverse effects on individual workers

Technological change has been defined by Dr. George Saunders, Director, Economics and Research Branch, Canada Department of Labour, as any innovation affecting the production and distribution of goods and services. Speaking at a Toronto conference on Law and Industrial Relations last May, he went on to say that the new technology could take any one of the following forms: changes in the character of old products, the development of new products, new materials, new sources of power, increased mechanization or automation of productive processes, the use of computing machines, and changes in communication, plant organization and layout.

"Generally, most of these changes result in fewer employment opportunities for unskilled and semi-skilled workers, and more employment opportunities for skilled and a few semi-skilled workers."

Mr. Saunders said that, historically, the reaction of the labour movement to technological change has varied between outright opposition and acceptance of change with an attempt to mitigate its adverse effects on individual workers. In the past, attempts to soften the harsh effects of technological change usually took the form of restrictive work rules governing the use of materials, work methods, work assignments and the size of work crews. Although these methods still exist, he said, there is a growing evidence of a more enlightened approach by both labour and management to meet the human problems of technological change.

"The transition to this period of enlightenment was not an easy one," he pointed out. "It was preceded by long negotiations and some of the longest strikes in North American history." Mr. Saunders cited as an example the 116-day strike in the U.S. steel industry, and the long strike in Canada involving the Metal Trades Federation and the Quebec Iron and Titanium Company in 1963. These strikes resulted in a new concept in collective bargaining—the human relations committee. He explained that this committee functions as a supplement to collective bargaining by discussing problems of industrial relations and technological change in an atmosphere free from the crisis nature of traditional collective bargaining.

Turning Point

The turning point came in 1957 and reflected a change in the economic environment, he said. In Canada, unemployment rose and, from 1957 to 1964, hovered between 5 and 7 per cent of the labour force. At the same time, increasing international competition gave new impetus to the search for more efficient and mechanized means of production, and new technology was introduced in highly unionized industries. "These two facts—high unemployment and the introduction of new technology in heavily unionized industries—exerted new pressures on collective bargaining, thus making the recent period difficult for industrial relations."

He told the conference that the Economics and Research Branch recently began an analysis of its collective agreement files to see what has been happening in collective bargaining since the early part of this decade, and to identify provisions that are important for technological change. It examined the recent collective agreements in three industries: printing and publishing, trucking, and iron and steel. And also a sampling of agreements in such industries as pulp and paper, textiles, clothing, food, and non-ferrous metals.

Mr. Saunders believes that the first three heavily unionized industries are good examples of industries that are undergoing technical change, and that a study of their collective bargaining could be indicative to collective bargaining in Canada.

He said that the examination of collective agreements of major manufacturing establishments negotiated and signed before January 1962 revealed little direct reference to technological change, but an analysis of recent collective agreements of the three major industries showed that 299 of them directly or indirectly referred to technological change.

Variety of Provisions

Mr. Saunders drew attention also to the variety of the new provisions. They include a range of simple, limited protection provisions; guarantees of wages or employment; joint labour-management arrangements to study a specific problem, administer a particular provision, or discuss matters usually reserved for the bargaining table.

There were also provisions providing some degree of protection to workers adversely affected by technological change including severance or dismissal pay designed to help those laid off until new employment is found; extended vacations and early retirement plans; refund of tuition fees and provisions for training and re-training; re-location and transfer schemes which pay some or all of the moving expenses and provide varying degrees of protection of workers' seniority and equity rights.

Several of the agreements examined make provision for various forms of wage or employment guarantees for workers whose jobs are affected by technological change. For example, agreements in the trucking industry provide that employees would not lose their jobs through the introduction of piggyback operations. In printing and publishing, several agreements provide that permanent employees will not be laid off for reasons of economy or because of new

processes or equipment. Other agreements provide for no loss of income as a result of job downgrading.

Of even greater significance, Mr. Saunders believes, is the growing number of provisions for advance notice and union-management consultation. Their end result could be the modification of the collective bargaining relationship. Advance notice provisions signify management's willingness to divulge its future plans to the union, he said, and although it has little material benefit for the worker, he and his union, with the help of management, can plan for his displacement or change in job status before it happens.

Joint Consultation

Indicative of the deep human problems posed by change are the collective agreement clauses providing for union management consultation, or other joint action, to administer specific provisions, and discuss or research the problems of technological change. "The growing number of these clauses in recent years foreshadows potentially major changes in the collective bargaining relationship," he said.

The agreement of a large iron and steel company with plants across the country provides for a series of Human Relations Committees to discuss or study different aspects of job security and make recommendations on the basis of their findings. Recently signed agreements in the pulp and paper industry have established committees or joint consultative groups to discuss problems arising out of technological change.

Other agreements in the three industries provide for union-management clauses on a more limited basis. In most of these agreements, provision is made for union-management committees or groups to discuss specific problems such as those dealing with training and placement of workers, or for the establishment of formal joint committees to administer particular provisions in collective agreements, particularly training and re-location clauses. Mr. Saunders cites, for example, printing and publishing agreements that provide for the parties to meet and agree on the manning, pay and classification of employees with respect to new machinery or processes introduced during the term of the agreement.

Joint Approach to Training

"A particularly interesting agreement in a large steel company with plants in central Canada provides for a co-operative approach to experiment with different training programs," he said. "A training program found successful and acceptable to both parties would then be incorporated into the collective agreement."

Mr. Saunders said that it is too early to tell how these new provisions are working out in practice, but that the Economics and Research Branch is planning a field program to examine them. "In the meantime, it is worth noting that the importance of these new provisions for collective bargaining is not so much how well they are working, but that they are indicative of the parties' capacity to experiment with new approaches. Given time and the continued pressures of change, workable solutions are bound to be found so long as the parties are willing to continue to experiment."

He believes that governments have an important task in helping to solve the problems confronting labour and management by providing technical advice to the parties; publishing and disseminating solutions to different collective bargaining problems; providing incentives to encourage a problem-solving, joint-research approach to matters of mutual interest; and providing aid where solutions are beyond the scope of collective bargaining, such as establishing and maintaining training schools.

"In Canada, the federal Government and other levels of government, have been moving in these directions in recent years."

Economic Council Report

Continued from page 93

an employer and as a participant in collective bargaining.

"All these policies relate directly, via one channel or another, to the price performance of the Canadian economy."

"A second group of 'background' policies whose impact on price and other aspects of economic performance is less immediate and direct, but is likely to be significant in the longer run, is also advocated. These include policies for the improvement of basic research and statistics, and of public information and education."

The Council's report proceeded to enlarge upon these recommendations under the following heads:

—dealing with pressure points and bottlenecks;
—importance of greater stability in construction activity;
—greater stability in government expenditures on construction;
—better co-ordinated federal-provincial fiscal planning;
—programs for productivity improvement and adjustment to technological and other change;
—market power and consumer protection;
—criteria for wage and salary determination in the public sector, and food prices.

The following subjects were also discussed under the general heading, "Improved Economic Information and Research": The need for more basic economic research, for new and better statistics, and for better analysis and understanding of current economic developments.

Insurance registrations and other UIC statistics

On October 31, 1966, insurance books or contribution cards had been issued to 5,020,425 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 346,260, an increase of 662 since September 30.

Enforcement Statistics

During October, 9,467 investigations were conducted by enforcement officers across Canada. Of these, 6,447 were spot checks of claims to verify the fulfilment of statutory conditions, and 900 were miscellaneous investigations. The remaining 2,120 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 365 cases, 129 against employers and 236 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 695.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in October 1966 totalled $35,908,298.83, compared with $34,981,469.09 in September and $34,132,103.34 in October 1965.

Benefits paid in October totalled $12,336,003.05, compared with $12,264,891.19 in September and $10,223,036.61 in October 1965.

The balance in the Fund on October 31, 1966 was $249,462,697.83. On September 30, it was $225,890,402.05; and on October 31, 1965, it was $126,822,111.41.

* These do not necessarily relate to the investigations conducted during this period.

PRICE INDEXES

Consumer, December 1966

The consumer price index (1949=100) advanced 0.3 per cent to 145.9 at the beginning of December from 145.5 at the beginning of November. The December index was 3.6 per cent higher than the level for the corresponding month a year earlier when it stood at 140.8.

The three main component indexes for food, health and personal care, and tobacco and alcohol remained unchanged; three others for housing, transportation, and recreation and reading showed increases, and the clothing component recorded a slight decrease.

The food index at 144.7 was unchanged from November. Price decreases were recorded for bread, sugar, infants' food, instant coffee, most fats, some vegetables including lettuce, pork, lamb, and all cuts of beef, except sirloin steak, round steak and blade roast.

The housing index advanced 0.4 per cent to 147.2 from 146.6 as a result of increases in the shelter and household operation components. Rents and property taxes edged up, and price rises for repairs, fuel, some furniture items, textiles, and most utensils and equipment, were also recorded. Prices were slightly lower for household supplies and floor coverings.

The clothing index decreased 0.1 per cent to 129.7 from 129.8. December sale prices were reported for several items of men's, women's and children's wear, with higher prices for footwear and piece goods. In clothing services, increases in prices for laundry and shoe repairs were offset by lower prices for dry cleaning.

The transportation index rose 1.0 per cent to 152.6 from 151.1 in November, reflecting an increase in the automobile operation component. Initial prices of new 1967 passenger car models were higher than year-end prices of 1966 models. Slight price increases were also shown for gasoline, motor oil and chassis lubrication.

The health and personal care index remained unchanged from November at 184.5.

The recreation and reading index rose 0.1 per cent to 161.5 from 161.3, reflecting a general rise in the price of toys, and an increase in two cities in the price of newspapers.

The tobacco and alcohol index was unchanged at 126.5.

Group indexes a year earlier (December 1965) were: food 139.6, housing 142.4, clothing 123.8, transportation 148.8, health and personal care 177.9, recreation and reading 155.4, and tobacco and alcohol 122.3.

City Consumer, November 1966

The consumer price indexes advanced in seven of the ten regional cities, declined in two and remained constant in one between October and November 1966. Movements range from an increase of 0.7 per cent in Montreal to a decrease of 0.4 per cent in Vancouver.

Mixed price movements occurred throughout the regional cities. Food indexes were higher in three cities and lower in seven. Housing indexes were higher in eight, lower in one and constant in one. Clothing indexes advanced in seven cities, declined fractionally in one and remained unchanged in two.

Transportation indexes edged down in six cities, up in one and remained steady in three. Health and personal care indexes displayed upward trends in all cities with increases ranging from a high of 2.4 per cent in Montreal to a low of 0.1 per cent in Ottawa. Recreation and reading indexes advanced in all but one city where they remained unchanged. Tobacco and alcohol indexes were up in four cities, down in three and remained constant in three.

Regional consumer price index point changes between October and November were: Montreal +1.0 to 143.6; St. John's* +0.8 to 127.3; Ottawa +0.6 to 145.5; Edmonton-Calgary +0.3 to 136.5; Halifax +0.2 to 139.2; Saskatoon-Regina +0.2 to 137.1; Winnipeg +0.1 to 140.7; Saint John −0.2 to 141.5; Vancouver −0.5 to 139.5. Toronto remained unchanged at 148.1.

Wholesale, November 1966

The general wholesale index (1935-39=100) was 260.7 in November, unchanged from October and 2.8 per cent higher than the November 1965 index of 253.7. Five major group indexes were higher and three declined.

The non-ferrous metals products group index rose 1.9 per cent in November to 232.6 from 228.2 in October. An advance of 0.6 per cent to 227.2 from 225.9 in the vegetable products group index reflected price increases for unmanufactured tobacco, and grains. The chemical products group index advanced 0.4 per cent to 212.2 from 211.3 on higher prices for soap and detergents, organic chemicals, and prepared paint.

The textile products group index rose 0.3 per cent to 252.7 from 252.0, and the non-metallic mineral products group index increased 0.1 per cent to 194.9 from 194.7.

The animal products group index declined 1.2 per cent in November to 295.0 from 298.7 in October, on lower prices for fresh and cured meats, and livestock. A decrease of 0.4 per cent to 340.6 from 342.0 in the wood products group index was mainly due to price decreases for cedar and fir. The iron products group index moved down slightly to 268.5 from 268.6.

The price index of residential building materials (1935-39=100) increased in October to 346.5 from 346.4 in September, and to 152.0 from 151.9 on the base 1949=100. The price index of non-residential building materials (1949=100) advanced 0.1 per cent to 150.9 from 150.8.

U.S. Consumer, November 1966

The United States consumer price index (1957-59=100) rose by one-tenth of 1 per cent to 114.6 in November from 114.5 in October. A year ago in November the index was 110.6.

Declines were registered in many fresh fruits, nearly all beef and pork items, poultry and eggs. These more than offset increases for some fresh vegetables, bread, and some dairy products. Restaurant meals again rose slightly.

Medical care services, including drugs, continued to show increases. In November the index for these services, including doctors' fees and hospital charges, was 131.3, the highest for any category.

With food left out, the index rose four-tenths of 1 per cent in November. The main causes were men's and boys' apparel, domestic services, furniture, home repairs, new cars, medical care, gasoline, fuel oil, and rents.

British Retail, October 1966

The British index of retail prices (Jan. 16, 1962=100) advanced to 117.4 at mid-October from 117.1 at mid-September. A year ago in October the index was 113.1.

Increases in the average prices of tomatoes, fresh fruit and candy, were partly offset by reductions in the prices of meat. The index for foods rose by more than 1 per cent to 110.9, compared with 109.6 in the previous month.

The index for housing, durable household goods, and services increased. Declines were registered in the transport and vehicles and the miscellaneous goods indexes.

* On base June 1951=100.

Employment and Unemployment in November

An estimated 7,190,000 persons were employed in November, compared with 7,324,000 in October and 6,939,000 in November 1965. The labour force, at 7,428,000 in November, was 269,000 or 3.8 per cent higher than a year earlier.

Unemployment, at 238,000, was 18,000 higher than a year ago, and 43,000 higher than the October figure of 195,000.

The unemployment rate in November was 3.2 per cent of the labour force, compared with 3.1 per cent in November 1965 and 3.7 per cent in November 1964. Seasonally adjusted, the November 1966 unemployment rate was 3.7 per cent.

The labour force, at 7,428,000 in November, was 269,000 or 3.8 per cent higher than a year earlier. Employment was up 251,000, or 3.6 per cent, during the year.

Unemployment was 18,000 higher than a year earlier.

Employment

About three-fifths of the October-to November employment decline was in agriculture. The drop in non-farm employment was in community, business and personal service, manufacturing and construction. Employment in trade showed a seasonal increase of 25,000 during the month.

This review, including the classification of labour market areas and the table on labour market conditions, has been prepared by the Manpower Information and Analysis Branch, Department of Manpower and Immigration.

Total employment in 1966 was up 251,000, or 3.6 per cent, compared with a year earlier. Non-farm employment increased by 292,000, or 4.6 per cent. Most of the advance was distributed between manufacturing and community, business and personal service.

All regions shared in the year-to-year advance in employment, the largest percentage increases being in British Columbia and Quebec.

Unemployment

Unemployment increased by 43,000 to 238,000 between October and November. The November estimate was 18,000 higher than a year earlier.

About four fifths, or 188,000 of the total unemployed had been out of work for three months or less. Some 24,000 had been seeking work for from four to six months, and 26,000 for seven months or more.

Labour Market Conditions

	Labour Surplus				*Approximate Balance*		*Labour Shortage*	
	Group 1		*Group 2*		*Group 3*		*Group 4*	
Labour Market Areas	*November 1966*	*November 1965*	*November 1966*	*November 1965*	*November 1966*	*November 1965*	*November 1966*	*November 1965*
Metropolitan	—	—	5	3	7	9	—	—
Major Industrial	—	—	17	16	9	10	—	—
Major Agricultural	—	2	2	2	12	10	—	—
Minor	1	3	21	21	35	32	1	2
TOTAL	1	5	45	42	63	61	1	2

Classification of Labour Market Areas—November

	Substantial Labour Surplus	*Moderate Labour Surplus*	*Approximate Balance*	*Labour Shortage*
	Group 1	*Group 2*	*Group 3*	*Group 4*
METROPOLITAN AREAS (labour force 75,000 or more)		HALIFAX← HAMILTON← Quebec-Levis St. John's Vancouver-Abbotsford-New Westminster	Calgary Edmonton Montreal Ottawa-Hull Toronto Windsor Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000 to 75,000; 60 per cent or more in non-agricultural activity)		Corner Brook CORNWALL← Granby-Farnham-Cowansville Joliette Lac St. Jean Moncton New Glasgow NIAGARA PENINSULA← Oshawa ROUYN-VAL D'OR← Saint John Shawinigan Sherbrooke Sydney TIMMINS-NEW LISKEARD-KIRKLAND LAKE← TROIS RIVIERES← Victoria	Brantford Fort William-Port Arthur Guelph Kingston KITCHENER← London Peterborough Sarnia Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000 to 75,000; 40 per cent or more in agriculture)		RIVIERE DU LOUP← Thetford-Megantic-St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST←	BRACEBRIDGE← Bridgewater Campbellton Central Vancouver Island CRANBROOK← DAWSON CREEK← Drummondville Gaspe Kamloops LINDSAY← MONTMAGNY← NEWCASTLE← OKANAGAN VALLEY← Prince George-Quesnel Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Truro VALLEYFIELD← YARMOUTH←	Beauharnois Belleville-Trenton Brampton Chilliwack Dauphin Drumheller Edmundston Fredericton Galt GODERICH← Grand Falls Grande Prairie Kentville Lachute-Ste. Therese Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie →PRINCE RUPERT St. Hyacinthe St. Jean	Listowel *Group 3 Concluded* St. Thomas Sault Ste. Marie Simcoe Sorel Stratford Summerside SWIFT CURRENT← Trail-Nelson Victoriaville WALKERTON← Weyburn Woodstock, N.B. WOODSTOCK-TILLSONBURG←

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used see page 57, January issue.

Current Labour Statistics

Principal Items	*Date*	*Amount*	*Percentage Change From*	
			Previous Month	*Previous Year*
		(000's)		
TOTAL CIVILIAN LABOUR FORCE* (000)	Nov. 12	7,428	−1.2	+3.8
Employed (000)	Nov. 12	7,190	−1.8	+3.6
Agriculture (000)	Nov. 12	482	−14.1	−7.8
Non-agriculture (000)	Nov. 12	6,708	−0.8	+4.6
Paid workers (000)	Nov. 12	6,199	−0.9	+5.7
At work 35 hours or more (000)	Nov. 12	4,960	+22.7	+2.1
At work less than 35 hours (000)	Nov. 12	1,980	−34.4	+6.9
Employed but not at work (000)	Nov. 12	250	−5.3	+8.7
Unemployed (000)	Nov. 12	238	+22.1	+8.2
Atlantic (000)	Nov. 12	31	+10.7	+6.9
Quebec (000)	Nov. 12	86	+17.8	−7.5
Ontario (000)	Nov. 12	60	+20.0	+22.4
Prairie (000)	Nov. 12	26	+62.5	+8.3
Pacific (000)	Nov. 12	35	+25.0	+40.0
Without work and seeking work (000)	Nov. 12	219	+19.0	+7.4
On temporary layoff up to 30 days (000)	Nov. 12	19	+72.7	+18.8
INDUSTRIAL EMPLOYMENT (1961 = 100)	Aug.	125.6	+1.4	+4.9
Manufacturing employment (1961 = 100)	Aug.	127.3	+2.7	+5.6
IMMIGRATION	1st. 9 mos.	144,534	—	+33.3
Destined to the labour force	1st. 9 mos.	74,333	—	+33.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	Nov.	82	−12.8	+5.1
No. of workers involved	Nov.	28,333	+13.3	+148.8
Duration in man days	Nov.	222,190	+13.6	+106.2
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	Aug.	$94.52	−2.2	+3.7
Average hourly earnings (mfg.)	Aug.	$2.24	+0.4	+7.2
Average hours worked per week (mfg.)	Aug.	41.1	+1.2	0.0
Average weekly wages (mfg.)	Aug.	$91.96	+1.7	+6.8
Consumer price index (1949 = 100)	Nov.	145.5	+0.1	+3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)	Aug.	110.0	+1.6	+2.4
Total labour income 000,000.	Aug.	$2,513	+1.2	+12.4
INDUSTRIAL PRODUCTION†				
Total (average 1949 = 100)	Oct.	286.3	+2.3	+6.6
Manufacturing	Oct.	259.2	+2.0	+5.6
Durables	Oct.	266.6	+3.5	+6.3
Non-durables	Oct.	252.8	+0.8	+4.9
NEW RESIDENTIAL CONSTRUCTION†				
Starts	Oct.	11,277	+11.1	−3.1
Completions	Oct.	9,232	−8.0	−20.3
Under construction	Oct.	71,789	+2.6	−21.8

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. †Centres of 5,000 population or more.

By the Women's Bureau
Canada Department of Labour

Improving the Position of Household Workers

An acute shortage of domestic workers in wartime Britain led to the establishment of the National Institute of Housecraft, which for the past 20 years has been offering training and issuing a national diploma to household workers. In setting up the Institute in 1946, the Government said that its first and most important task would be "to raise the status of domestic employment and to attract more workers into the profession."

The Institute works closely with the Ministry of Education, the Ministry of Health, the Home Office and the Scottish Departments of Education and Health. Residential training is given at the Institute's headquarters, Boston Manor House. The curriculum includes demonstrations, discussions and practical work in household routine, laundry, cookery, needlework, mending, health education, first aid, home nursing, social studies and English. Similar NIH training centres operate regionally in Leeds, Wales and Scotland.

The national diploma is awarded to candidates who satisfy the Institute's examining board as to their qualifications and fitness for domestic employment. Diploma holders, designated Associate Members of the NIH, include: adults with 6 months' full-time training; juvenile students between the ages of 15 and 17 (pre-diploma workers) with 8 months' full-time training, followed by a year of practical experience in paid employment; and housekeepers, over 25 years of age, who have completed 13 weeks' full-time training for employment in a household, small hotel or restaurant.

Working Conditions

A joint consultative committee, representing employers and associate members has been established to raise the status of domestic work and to promote good working conditions in private household employment. The committee is concerned with wages, working conditions, and satisfactory employer-employee relations. A booklet, recently revised by the committee, sets out wages and conditions of employment and defines the responsibilities of workers and employers.

U.S. Shortage

Persistent shortages of household workers in the United States were brought to light by the 1963 report of the Committee on Home and Community to the President's Commission on the Status of Women. Women had continued in household employment only until other opportunities had presented themselves during World War II.

In 1940, 18 per cent of all employed women in the United States were household workers, but by 1950 the proportion had dropped to 8 per cent. The report pointed out that such workers had been traditionally low paid, without standards of hours and working conditions, and without collective bargaining or the protective legislation normally applicable to other workers.

On the other hand, the need for household assistance had been growing steadily with the increased participation of women, especially married women, in the labour force. Many qualified women were being prevented from pursuing their careers because they could not find adequate help to maintain their homes.

The Committee on Home and Community expressed the belief that "ways can and should be found to serve more effectively and constructively the needs of both household workers and household employers." Working in this direction, representatives of several women's organizations, and the United States Government Departments of Health, Education and Welfare, and Labor, twice met under the chairmanship of Mary Dublin Keyserling, Director of the Women's Bureau of the Department of Labor, to discuss the employment of private household workers.

After hearing of the work being done by government and non-government agencies in this area, the non-governmental participants formed a National Committee on Household Employment (NCHE) to effect needed co-ordination of efforts. The goals of the committee are: to upgrade the status of private household employment; to provide leadership in establishing and promoting standards for private household work; to serve as liaison with government agencies; and to stimulate the development of additional jobs and training opportunities, in line with the President's Job Development Program.

Participants from some 16 national women's groups, professional organizations, social welfare organizations and service groups, representing about 25,000,000 men and women, constitute the committee.

Plans include experimenting with a variety of techniques to stimulate the institution and expansion of training opportunities for both traditional and new specialized skills. Managerial training is being considered with a view to introducing and testing placement techniques such as: promoting workers' co-operatives or small businesses owned or managed by the workers that would classify, place and supervise the employees, and provide fringe benefits and work for the legislative protection from which other workers benefit.

The United States Government, under its Manpower Development and Training Act, has made a grant of $105,000 to the committee, and additional funds have come from interested commercial corporations and organizations.

By the Civilian Rehabilitation Branch
Department of Manpower and Immigration

An International Assessment of Vocational Rehabilitation

"Vocational Rehabilitation Assessment" was the subject of an international seminar held in Berlin in September 1966. The seminar was organized by the World Commission on Vocational Rehabilitation in conjunction with the Tenth World Congress of the International Society for Rehabilitation of the Disabled. It was attended by vocational rehabilitation workers from 26 countries and by representatives of the International Labour Organization and the United Nations.

Among the Canadians who participated in the Congress were: Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Manpower and Immigration; J. L. Amos, Provincial Co-ordinator of Rehabilitation, Province of Ontario; Bruce J. Legge, Q.C., Chairman of the Ontario Workmen's Compensation Board; and Miss Jean B. Sutherland of the Toronto Rehabilitation Centre.

During the first day of the seminar, participants were given the opportunity to visit rehabilitation schools and sheltered workshops for orthopaedically handicapped, mentally retarded and deaf persons.

Seminar Themes

Major topics discussed during the seminar were:

—principles of assessment in vocational rehabilitation;
—early preparation of youth and adults for vocational training;
—counselling in the assessment process;
—the work situation—practical assessment; and
—coordination, integration and control of assessment.

Each subject was studied in a plenary session where two papers were presented, one by a representative of the host country, the other by a person from another country. The subjects were then studied in small work groups which in turn reported recommendations and suggestions to the entire seminar.

During the seminar, a working committee developed a glossary of 75 vocational rehabilitation terms in English, French, German and Spanish. The glossary is a working tool for practical reference in international exchange and conferences.

International Definition

The participants also developed the following international working definition of assessment in the vocational rehabilitation of disabled persons:

> Vocational assessment is that part of the rehabilitation process concerned with the evaluation and determination of the individual's ability and capacity for work.
>
> It entails the appraisal of medical, psychological and emotional, educational, social and vocational factors with the object of ensuring employment of the disabled person in a specific occupation at the highest possible level and, wherever possible, opportunity for advancement.
>
> For this purpose, factors to be considered are medical diagnosis and prognosis, physical performance in terms of work capacity, intellectual ability, educational level, attitude, stability, socio-economic and family background, occupational ability and preferences, training potential and degree of skill.

Recommendations

At the closing session, the seminar adopted a number of recommendations that included the following:

> Acknowledging that vocational rehabilitation is neither necessary nor desirable for all disabled persons, vocational rehabilitation should, however, be available as a right to those disabled individuals who need or require such services and for those unemployed or underemployed handicapped who may need training or retraining.
>
> All necessary and practicable measures should be taken to establish or develop vocational assessment services for disabled persons making the fullest possible use of any existing medical, psychological and vocational testing facilities. Such services should be provided according to the particular needs and circumstances of the country concerned in one or more of the following forms: in a special workshop; by a rehabilitation team; by a vocational guidance officer; or by a special placement officer only. In the absence of these facilities and specialists, practical trial periods on specific jobs may be undertaken.
>
> In view of increasing difficulties in rehabilitating severely disabled persons, it is recommended that more systematic studies and demonstration projects be conducted in the various areas of work assessment dealing with the very severely disabled.
>
> This seminar wishes to emphasize the importance of vocational assessment as a prerequisite for and an integral part of the vocational guidance process as outlined in ILO Recommendations 87 and 99.

Commission's Background

The World Commission on Vocational Rehabilitation was established in 1960 by the International Society for Rehabilitation of the Disabled. Its purpose is to extend and increase knowledge in employment of disabled persons through: research programs; educational and information programs; assistance to specialists and fellows; liaison with international organized labour, employer and non-governmental organizations interested in the handicapped; dissemination of information to the general public; implementation of seminars, courses of instruction; and provision of technical information and films.

Other seminars and study sessions sponsored by the World Commission since its inception include the following:

—International Training in Vocational Rehabilitation, New York, May 1962;
—sessions in conjunction with the Fifth Inter-American Conference on Rehabilitation, Mexico City, August 1962;
—Pan-Pacific Seminar on Vocational Rehabilitation, November 1962;
—International Seminar on Vocational Rehabilitation, Copenhagen, June 30-July 3, 1963;
—International Seminar on Sheltered Employment Policies and Practices, Stockholm, September 1964; and
—sessions in conjunction with the Third Pan-Pacific Conference on Rehabilitation, Tokyo, April 1965.

By the Section on Older Workers
Civilian Rehabilitation Branch
Department of Manpower and Immigration

Man in His Working Environment

A review of *Ergonomics—Man in His Working Environment,* by K. F. H. Murrell, published in the U.S. by Chapman and Hall, 1965

Although working conditions in industry have been improved, stresses and strains, unseen, long-term and in many cases unknown, still exist. Amelioration of these stresses and strains is of benefit to all workers, but especially to those of middle age and older. The organized study of the effects of working conditions on man's performance began at the end of World War I, when men trained in human sciences entered industry to study men at work. Their scientific contribution gave a factual basis for executive action.

During the thirties, however, interest waned, as there was widespread unemployment, and men were readily available. It was not until the outbreak of World War II, with its rapid developments in the military field, that men were subjected to such stresses that they either failed to get the best out of the equipment, or they suffered complete operational breakdown. Various programs of research were undertaken, and after the war much of this was continued, although it was highly specialized and largely concerned with military usage.

K. F. H. Murrell, the author of a recent book, *Ergonomics—Man in His Working Environment,* was instrumental in bringing together into a society, persons of many disciplines who were interested in human performance. The name chosen was, The Ergonomics Research Society. Later, an international association was formed.

Mr. Murrell points out that ergonomics is not new, "but rather the logical outcome of many years of gradual development (L.G. 1964, p. 778). What is new is its interdisciplinary character. . . . The importance of ergonomics in industry is that technological developments can produce effects on operatives that may not always be foreseen. These can have two important consequences. First, stresses to which the human body is unwittingly subjected over a long period may cause loss of efficiency, or disability, later in life. Secondly, failure to match the requirements of a task with the capabilities of the operator may cause reduced output and, in the extreme case, disaster."

A Shift to Controllers

As automatic and semi-automatic processes become more prevalent, men shift from "doers" to "controllers," giving rise to problems that current managerial techniques are ill-equipped to solve, and to factors that are not fully understood. The author continues: "Ergonomic research must be able to suggest the answers to these and other related problems, but at the same time engineers and managers should on their part acquire some knowledge of the structure, functions and capabilities of man; armed with this basic knowledge, the reasons for many of the suggestions made as the result of research will be more clearly appreciated."

Mr. Murrell stresses the point that it is not feasible for the ergonomist—whatever his basic training—to present a "packaged deal on a platter." Principles exist, but their application must be determined by a management that is fully conversant with the whole spectrum of industrial activity.

This book, then, is a compendium of all the factors affecting human performance, compiled from research, and presented in a usable manner for the benefit of all those persons who are interested in, or have occasion to deal with human performance. It necessarily represents a compromise between the scientific data required by the professional—be he anatomist, physiologist, psychologist, industrial medical officer, industrial hygienist, design engineer, work study engineer, architect, illuminating engineer, or other professional—and those whose main interest is the optimum use of manpower and equipment in a plant.

It is implied throughout the book that if the physical requirements of an operation are within the capabilities of the operator, then the function can be performed adequately. If, on the other hand, any of the requirements exceed the capabilities of the operator, then the human element will break down. This, of course, will necessitate training a replacement operator, with the attendant expense and loss of production. Implied too, is the fact that everyone, from management to individual operator, regardless of age, benefits from the proper application of ergonomic principles.

Man and His Senses

The book is divided into two parts, with very complete references, author index and subject index. In Part 1, "The Elements of Ergonomic Practice," the author says, "Man's knowledge of what goes on around him is obtained prinpally through his two main senses of sight and hearing. Take these away from him and he is left in a world that can be defined, with regard to the information that reaches him from his environment, in terms of touch, smell, taste and sensations of heat or cold. These two primary senses, and in part the sensation of heat, are dependant on transmission by waves of information from the environment. To avoid repetition, therefore, it seems appropriate at the outset to discuss some of the properties of these waves."

And so he covers light, heat and sound with their characteristics, and methods and terms of measurement. As the use of these terms occurs frequently throughout the book, this is a very important section. The balance of Part 1 is concerned with the human body—its general construction, bones, muscles, nervous system, etc. Included also is information about the ranges of movements, and the forces that may be exerted by the various joints.

Part II is named "Practical Ergonomics," and covers design, environmental and organizational factors. The author states, "Ideally, equipment design should start with the operator, who should have his equipment laid out around him in positions which will ensure that his posture is adequate, that he can see what

Continued on page 135

Condensed from "Teamwork in Industry" published by the Labour-Management Consultation Branch Canada Department of Labour

Emphasis on the Pursuit of Knowledge

There undoubtedly are few employee-management groups in Canada as keenly aware of the value of increasing one's personal knowledge, or more enthusiastically determined in the pursuit of knowledge than the employees of Kearney National Canada Limited at Guelph, Ont. The company builds high-voltage switches for hydro-electric projects. It recently completed a 735,000 volt switch—one of the biggest ever made in the world.

Representatives of management and union point out that a great number of highly trained and highly skilled persons are required in the manufacture of such products. Practice has shown that the best way of acquiring personnel with appropriate qualifications is to have them specifically trained for the job requirements.

In conjunction with the education department of the Province of Ontario, a program of standards was worked out that would qualify personnel for the company's specific needs. Courses were prepared, and these are attended regularly by employees. In the beginning, workers were reluctant to participate, but now they are always looking for new courses that will qualify them to do their jobs more skilfully, raise their standard of performance, and increase their benefits, which accrue from greater knowledge.

On-the-job training, correspondence courses, high school and technical training are not new at the company. Plant Manager R. W. Mann stressed that training in all forms began at the company more than 10 years ago. At the present time, many of the firm's employees are receiving training under the terms of the federal-provincial Technical and Vocational Training Program 4.

In 1960, the company and the union agreed to the establishment of a formal union-management committee; they had been meeting informally since 1956. Union members of the committee are also members of the grievance committee. Membership of the committee is made up of two representatives from management and five or six union members.

Employment at the plant fluctuates between 85 and 110 employees. The workers are represented by Local 558, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC), whose President is "Meff" Ridi.

Speaking about education, Mr. Ridi noted that many precision instruments, such as verniers, micrometers, and other highly technical equipment, are in constant use at the plant. The courses available provide the workers with the knowledge required to use such instruments and equipment, as well as read blueprints and other technical data, "and it is gratifying to know that the employees feel themselves that they need the training that will make them competent in their chosen fields, and that they miss no opportunity to get it."

* * *

More than 20 years of useful, uninterrupted service to union and management employees of UNIROYAL (1966) Ltd., (formerly Naugatuck Chemicals), is the record established by the Labour-Management Production Committee, formed in 1946, five years after the company began operations in Elmira, Ont.

The committee was dedicated primarily to developing mutual respect for the problems of management and labour as they affected the efficient operation of the plant, and to organize and assume responsibility for providing recreational and social activities for all employees of the company. Today, the purposes of the committee are much broader in scope; its members discuss education, production, safety—in fact, anything that is not exclusively in the sphere of labour-management negotiations at the collective bargaining table.

The trend towards higher education in all fields, which is so vital these days, is encouraged by labour and management at UNIROYAL. Employees wishing to attend courses at university, high school, technical and vocational training schools, or learn through correspondence courses, are given encouragement by the labour-management committee. The company's Education Assistance Program provides a refund of 50 per cent of the cost on successful completion of the course. At present, there are 10 employees taking extension courses at the University of Waterloo. Many are taking high school and correspondence courses. On-the-job training, leading to promotion, is carried on constantly.

A major activity of the labour-management committee is the operation of the plant canteen. Picnics, dances, Christmas parties for the adults and their children, and a variety of other functions of plant-wide interest, are financed with the proceeds from the plant canteen.

The labour-management committee has a membership of 10—four from management and four from the union, plus a permanent secretary and a permanent treasurer. The company's monthly magazine, "Naugatalk", which is very well accepted by the employees, is written, edited and published on the company premises by members of the labour-management committee. A suggestion award plan has been in operation at the plant for many years. Many employees have received large and small awards for their ideas for better processing and production.

It is of interest to note that the co-operative, understanding spirit that is apparent in the labour-management committee is evident in the fact that in the 25-year history of the company at Elmira, it has never been necessary to take a grievance to arbitration.

Plant workers are represented by Local 13691, District 50, United Mine Workers of America.

Certification and Other Proceedings Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for four days during November. The Board granted nine applications for certification, rejected five such applications, ordered two representation votes, and granted, in part, one request for review. During the month, the Board received 12 applications for certification, one application for revocation for certification and one request for the review of an earlier decision. It allowed the withdrawal of two applications for certification and directed that two such applications be considered to have lapsed.

Applications for Certification Granted

1. Seafarers' International Union of Canada on behalf of a unit of employees of Three Rivers Boatman Ltd., Trois-Rivières, Que. (L.G., July 1966, p. 589). (Reasons for Judgment issued).

2. United Electrical, Radio and Machine Workers of America (UE) on behalf of a unit of employees of Western Cablevision Limited, New Westminster, B.C. (L.G., Nov. 1966, p. 658).

3. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by North Shipping & Transportation Ltd., Quebec, Que. (L.G., Dec. 1966, p. 740).

4. Canadian Marine Officers' Union, on behalf of a unit of deck officers and marine engineers employed by North Shipping & Transportation Ltd., Quebec, Que. (L.G., Dec. 1966, p. 740).

5. Shaft & Development Workers, Local 1037 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees of Lanky Explorations & Development Limited, Yellowknife, N.W.T. (L.G., Dec. 1966, p. 741).

6. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by North Pacific Towing and Salvage Limited, Vancouver, B.C. (L.G., Dec. 1966, p. 741).

7. General Truck Drivers' Union Local 879, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 141, General Truck Drivers' Union Local 938, and Transport Drivers, Warehousemen and Helpers Union Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees employed at terminals of Finch & Sons Transport Limited, Brantford, Ont. (L.G., Jan., p. 40). The Canadian Transportation Workers' Union No. 196, NCCL had intervened (see also applications for certification rejected, Item 4).

8. International Association of Machinists and Aerospace Workers on behalf of a unit of pilots employed by Quebecair, Rimouski, Que. (L.G., Jan., p. 40).

9. Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Shorty's Transport Ltd., Edmonton, Alta. (L.G., Jan., p. 41).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, and St. Maurice Dredging (1966) Ltd., Notre-Dame de Pierreville, Que. (L.G., Nov. 1966, p. 657). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

2. Brotherhood of Locomotive Engineers, applicant, National Harbours Board, Montreal Railway Traffic Dept., Montreal, Que., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Nov. 1966, p. 658). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

3. A.A. Murphy & Sons Ltd. Employees' Association, applicant, and A.A. Murphy & Sons Ltd., Saskatoon, Sask., respondent (L.G., Nov. 1966, p. 658). The application was rejected because the evidence of membership did not meet the requirements of the Board's Rules of Procedure and was accordingly not acceptable to the Board, and because the proposed unit was not appropriate for collective bargaining.

4. Canadian Transportation Workers' Union, No. 196, NCCL, applicant, Finch & Sons Transport Limited, Brantford, Ont., respondent (affecting employees at the company's Montreal terminal), and Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L.G., Nov. 1966, p. 658). The application was rejected because the unit applied for was, in the circumstances, not appropriate for collective bargaining (see also applications for certification granted, Item 7 above).

5. CFRN Radio and Television Employees' Association, applicant, and Sunwapta Broadcasting Limited, Edmonton, Alta., respondent (L.G., Dec. 1966, p. 741). The application was rejected because, on the evidence, the Board is not satisfied that the applicant association has a majority of the employees concerned as members in good standing.

Representation Votes Ordered

1. *Syndicat National des employés de Cargill Grain CSN*, applicant, Cargill Grain Company Ltd., Winnipeg, Man., respondent (grain handlers, Baie Comeau, Que.), and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and Baie Comeau Elevator and Dock Workers' Union, Local 977, intervener (L.G., Dec. 1966, p. 740). The Board directed that the names of the

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Syndicat national des employés de Cargill Grain CSN, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and Baie Comeau Elevator and Dock Workers, Local 977, appear on the ballot (Returning Officer: R. L. Fournier).

2. Seafarers' International Union of Canada, applicant, *Agence Maritime Inc.,* Quebec, Que., respondent, and International Union of District 50, United Mine Workers of America, intervener (L.G., May 1966, p. 237). The Board directed that the names of the Seafarers' International Union of Canada and the International Union of District 50, United Mine Workers of America, appear on the ballot (Reasons for Judgment issued).

Request for Review Granted in Part

The Board granted, in part, a request for review made by the Ontario Northland Railway, North Bay, Ont., and directed that the order of certification issued by it on February 7, 1966 to the Canadian Brotherhood of Railway Transport and General Workers, be amended by excluding from the coverage thereof the employee in the applicant employer's stores department at North Bay classified as general foreman. The request of the applicant was denied in respect of the track material foreman in the same department (L.G., May 1966, p. 236).

Applications for Certification Received

1. *Syndicat National des Employés de la Banque Canadienne Nationale CSN,* on behalf of a unit of employees of *Banque Canadienne Nationale,* Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of producer-directors and directors employed by Baton Broadcasting Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

3. International Union of Operating Engineers, Local 115, on behalf of a unit of employees in Yukon Territory employed by Poole Engineering Company Limited, Edmonton, Alta. (Investigating Officer: D. H. Cameron).

4. Canadian Air Line Pilots' Association on behalf of a unit of pilots employed by Central Airways/Wing Aviation Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

5. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of traffic department employees of B.C. Airlines Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

6. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Chembarge Ltd., Point Edward, Ont. (Investigating Officer: S. Emmerson).

7. *Association Internationale des Débardeurs,* Local 1846-B (International Longshoremen's Association), on behalf of a unit of employees of Somavrac Inc., Trois-Rivières, Que. (Investigating Officer: Miss M.-P. Bigras).

8. Seafarers' International Union of Canada on behalf of a unit of employees of Steltner Development & Manufacturing Company Limited, St. Catharines, Ont. (Investigating Officer: S. Emmerson).

9. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by the Pelee Shipping Company, Limited, St. Thomas, Ont. (Investigating Officer: S. Emmerson).

10. Association of Canadian Television and Radio Artists on behalf of a unit of employees of the Canadian Marconi Company, Montreal, Que. (Investigating Officer: R. L. Fournier).

11. Driver Salesmen, Plant, Warehouse and Cannery Workers, Union Local 987 of the International Brotherhood of Teamsters, Chauffeurs, Ware-

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

housemen and Helpers of America, on behalf of a unit of drivers and repairmen employed by Central Alberta Dairy Pool, Red Deer, Alta. (Investigating Officer: D. H. Cameron).

12. International Brotherhood of Electrical Workers on behalf of a unit of plant department employees of the Bell Telephone Company of Canada, Montreal, Que. (Investigating Officer: S. Emmerson).

Applications for Revocation Received

North Canada Air Ltd., Prince Albert, Sask., applicant, and Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application is for the revocation of the Board's order of March 16, 1966 verifying the respondent union as bargaining agent for a unit of employees of the company. (L.G., June 1966, p. 306).

Request for Review under Section 61(2) of Act

Request by the Association of Radio and Television Employees of Canada for review of the certificate issued by the Board on June 25, 1953, which certified it as bargaining agent for a unit of certain employees of the Canadian Broadcasting Corporation (L.G. 1953, p. 1154).

Applications for Certification Withdrawn

1. Association of Canadian Television and Radio Artists, applicant, and Canadian Marconi Company, Broadcast, Division, CFCF Radio and TV, Montreal, Que. (L.G., Oct. 1966, p. 589).

2. International Union of Operating Engineers, Local 115, applicant, and Humphrey Construction Ltd., North Vancouver, B.C., respondent (Clinton Creek Project, Y.T.) (L.G., Jan., p. 41).

Applications for Certification Lapsed

1. Shaft & Development Workers, Local 1037 of the International Union of Mine, Mill and Smelter Workers (Canada), applicant, Mount Nansen Mines Limited, Vancouver, B.C., respondent (employees at Carmacks, Y.T.), and Tunnel and Rockworkers' Union, Local 168 of the Labourers' International Union of North America, intervener (L.G., Oct. 1966, p. 456).

2. Tunnel & Rockworkers' Union, Local 168 of the Labourers' International Union of North America, applicant, Mount Nansen Mines Limited, Vancouver, B.C., respondent (employees at Carmacks, Y.T.), and Shaft & Development Workers, Local 1037 of the International Union of Mine, Mill and Smelter Workers (Canada), intervener (L.G., Aug. 1966, p. 456).

Conciliation and Other Proceedings Before the Minister of Labour

By the Conciliation and Arbitration Branch

During November, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Bristol Aviation Services, Montreal International Airport, and Lodge 869 of the International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

2. MacCosham Van Lines Limited, Kingston, and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

3. Cronkwright Transport Limited, Simcoe, Ont., and Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

4. The Cumberland Railway Company (Sydney and Louisburg Division), and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: D. T. Cochrane).

5. Canadian Pacific Railway Company, B.C. Coast Steamship Service, and Canadian Merchant Service Guild (deck officers and engineers) (Conciliation Officer: J. D. Meredith).

6. New Imperial Mines Ltd., Whitehorse, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: J. D. Meredith).

7. Canadian National Steamship Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: J. D. Meredith).

8. Radio Saguenay Limitée (CKRS and CKRS-TV) Jonquière, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Canadian Pacific Railway Company, British Columbia Coast Steamship Service, and Vancouver C.P.R. Shipyard Workers' Union Local 1522, CLC (Conciliation Officer: D. S. Tysoe) (L.G., Jan., p. 41).

2. Canadian National Hotels Limited (MacDonald Hotel, Edmonton), and International Union of Operating Engineers, Local 857 (Conciliation Officer: J. D. Meredith) (L.G., Jan., p. 41).

3. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Railroad Trainmen (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 41).

4. Alaska Cruise Lines, Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Inc., and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., Nov. 1966, p. 659).

5. Canadian Marconi Company (Broadcasting Division, CFCF-TV and CFCF-Radio), and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., Aug. 1966, p. 457).

Continued on page 138

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

By the Legislation Branch
Canada Department of Labour

Legal Decisions Affecting Labour

Supreme Court of Canada confirms that an interprovincial company is not subject to the provincial Minimum Wage Act

British Columbia Supreme Court rules that a purchaser of company's shares is not bound by a collective agreement

On October 4, 1966 the Supreme Court of Canada, in a unanimous decision, dismissed an appeal of the Quebec Minimum Wage Commission from the judgment of the Quebec Court of Queen's Bench (Appeal Side) (L.G., Aug. 1966, p. 460), and held that the Bell Telephone Company of Canada, being an interprovincial undertaking, fell into that class of subjects reserved to the exclusive legislative authority of the Canadian Parliament, and that no provincial legislation can be applied to employers who are within that exclusive control.

The Court ruled that the word "undertaking" means not only the physical structure, but all matters that form a vital part of the operation, including hours of work and rate of wages. Consequently, although the subject matter of wage rates is generally within the competence of provincial legislatures, this authority does not extend to the regulation and control of the scale of wages to be paid by an interprovincial undertaking.

Summary of Facts

Mr. Justice Martland, rendering the judgment for the Court, noted the following circumstances of the dispute.

The Quebec Minimum Wage Commission, the appellant in the case at bar, claimed the sum of $53,473.64, which was the amount of a levy which the Commission sought to impose upon the Bell Telephone Company of Canada in respect of the year 1959, pursuant to By-Law B1, 1947, enacted by the said Commission by virtue of the powers conferred upon it by the Quebec Minimum Wage Act. The sum claimed was one tenth of 1 per cent of the wages paid to the company's employees purportedly governed by an ordinance of the Commission. The authority to enact the ordinance is contained in Section 13 of the Quebec Minimum Wage Act, which provides that:

> The Commission may, by ordinance, determine, for stated periods of time and for designated territories, the rate of minimum wage payable to any category of employees indicated by it, the terms of payment, working hours, conditions of apprenticeship, the proportion between the number of skilled workmen and that of apprentices in any stated undertaking, the classification of the operations, and the other working conditions deemed in conformity with the spirit of the Act.

Submissions and Issues Involved

The Bell Telephone Company contended that it is not subject to the levy because the provisions of the ordinance, and of the statute pursuant to which the ordinance was enacted, cannot apply to it, because the company is an undertaking of the kind described in subsections 10(a) and (c) of Section 92 of the British North America Act. The matter to be determined by the Court was whether the Quebec Minimum Wage Act could apply to an undertaking that is within paras. (a), (b) or (c) of subsection 10 of Section 92 of the British North America Act.

Three of the judges of the Court of Queen's Bench held that the fixing of a minimum wage, and the regulation of the other matters provided for in the Minimum Wage Act could, in relation to the employees of such an undertaking, be effected only by the Parliament of Canada. The other two members of the Court, although maintaining that the provincial legislation would be applicable in the absence of legislation by the federal parliament, were of the opinion that the key section of the Act, s. 13, did, in fact, conflict with the provisions of the federal Industrial Relations and Disputes Investigation Act.

The Commission's submission was that the legislation in question did apply to the Bell Telephone Company until the federal parliament occupied the field, and that this was not done until the enactment, on March 18, 1965, of the Canada Labour (Standards) Code.

Provisions of the B.N.A. Act

The relevant provisions of the British North America Act are as follows:

> 91. ". . . it is hereby declared that (notwithstanding anything in this Act) the exclusive Legislative Authority of the Parliament of Canada extends to all matters coming within the classes of subjects next hereinafter enumerated; that is to say, . . .
>
> (29) Such classes of subjects as are expressly excepted in the Enumeration of the classes of subjects by this Act assigned exclusively to the Legislatures of the Provinces.
>
> 92. In each Province the Legislature may exclusively make Laws in relation to Matters coming within the Classes of Subjects next hereinafter enumerated; that is to say, . . .
>
> (10) Local Works and Undertakings other than such as are of the following classes:
>
> (a) Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the limits of the Province;

(b) Lines of Steam Ships between the Province and any British or Foreign Country;

(c) Such works as, although wholly situate within the Province, are before or after their Execution declared by the Parliament of Canada to be for the general advantage of Canada or for the Advantage of Two or more of the Provinces.

Undertaking under Federal Control

Mr. Justice Martland noted that the Quebec Minimum Wage Act is a statute which, *inter alia,* purports to regulate to an extent the wages to be paid by the Bell Telephone Company to its employees. If the regulation of the wages paid to its employees by an undertaking within the excepted classes in S. 92(10) is a "matter" coming within those classes of subjects, then, by virtue of S. 91(29), it is within the exclusive legislative authority of the Canadian Parliament.

The question was, therefore, What "matters" are within the classes of legislative subjects defined in that paragraph? In the opinion of Mr. Justice Martland, these "matters" extend beyond the mere physical structure of, e.g. a railway or a telegraph system. The words "works" and "undertakings" are to be read disjunctively (*Attorney-General for Ontario v. Winner,* (L.G. 1954, p. 559)) and the word "undertaking" has been defined in re *Regulation and Control of Radio Communication in Canada,* (1932) A.C. 304 at 315 in the following way:

> "Undertaking" is not a physical thing, but is an arrangement under which, of course, physical things are used.

In the opinion of Mr. Justice Martland, all matters that are a vital part of the operation of an interprovincial undertaking as a going concern are matters that are subject to the exclusive legislative control of the federal parliament within S. 91(29) of the BNA Act. Consequently, the regulation and control of the scale of wages to be paid by an interprovincial undertaking, such as that of the Bell Telephone Company, is a matter for exclusive federal control.

Mr. Justice Martland adopted the following statement made by Mr. Justice Abbott of the Supreme Court of Canada in the *Reference as to the Validity of the Industrial Relations and Disputes Investigation Act,* (L.G. 1955, p. 952):

> The right to strike and the right to bargain collectively are now generally recognized, and the determination of such matters as hours of work, rates of wages, working conditions and the like, is in my opinion a vital part of the management and operation of any commercial or industrial undertaking. This being so, the power to regulate such matters, in the case of undertakings which fall within the legislative authority of Parliament, lies with Parliament and not with the Provincial Legislatures.

In reviewing various authorities Mr. Justice Martland referred to two decisions of the Supreme Court of Canada that in his opinion, bore a close relationship to the circumstances of the case at bar.

In the *Reference re the Minimum Wage Act of the Province of Saskatchewan* (L.G. 1948, p. 631), the question was whether the Act in question applied to one Leo Fleming, who had been hired temporarily and paid by a postmistress of a revenue post office at Maple Creek, Saskatchewan. It was held that it did not apply, even though Parliament had not dealt with the subject by legislation. In the opinion of Mr. Justice Martland, the conclusion in this case was properly stated in the headnote, as follows:

> The employee became employed in the business of the Post Office of Canada and therefore part of the Postal Service. His wages were, as such, within the exclusive legislative field of the Parliament of Canada, and any encroachment by provincial legislation on that subject, must be looked upon as being *ultra vires,* whether or not Parliament has or has not dealt with the subject by legislation.

Mr. Justice Martland saw no difference in principle between the position of an employee hired and paid, not by the Crown, but by an individual, but who was engaged in the Postal Service, S. 91(5), and an employee of an interprovincial undertaking, S. 91(29) and S. 92(10), in relation to the exclusive power of the federal parliament to legislate regarding his wage rate.

In the *Reference as to the Validity of the Industrial Relations and Disputes Investigation Act,* referred to above, the Court had to consider the validity of federal legislation in the field of labour relations applicable to businesses within the legislative authority of the Parliament of Canada. The Act in question was held to be within the federal power, and the decision, in Mr. Justice Martland's view, did recognize that that field constituted an essential part of the operation of such an undertaking.

Appeal Dismissed

Mr. Justice Martland agreed with this view. In his opinion, regulation of the field of employer and employee relationships in an undertaking such as that of the Bell Telephone Company, as in the case of the regulation of the rates that they charge to their customers, is a "matter" coming within the class of subject defined in S. 92(10)(a), and being so, is within the exclusive legislative jurisdiction of the Parliament of Canada. Consequently, any provincial legislation in that field, although valid in respect of employers not within exclusive federal legislative jurisdiction, cannot apply to an employer who is within that exclusive control.

The Supreme Court of Canada dismissed the appeal and upheld the decision of the Quebec Court of Queen's Bench (Appeal Side). *Commission du Salaire Minimum v. Bell Telephone Company of Canada,* 66 CLLC, para. 14,154.

B.C. SUPREME COURT

On May 25, 1966 Mr. Justice Munroe of the British Columbia Supreme Court ruled that when the shares of a company that was subject to a collective agreement had been bought by another company, but this transaction was not the sale, lease or transfer of "business," the purchasing company is not bound by the collective agreement.

Summary of Facts

On July 2, 1965 the Retail, Wholesale and Department Store Union, Local 580, was certified under the British Columbia Labour Relations Act as bargaining agent for certain employees of Reitmier Truck Lines Limited. On July 8, 1965 a collective agreement was entered into between the Reitmier Company and Local 580. The agreement contained the following provision:

> In the event the business or part thereof is sold, leased, transferred, taken over by sale, lease assignment, receivership or bankruptcy proceeding, or where the business or part let out to a contractor; or where the stock or equipment of a business is sold, leased, transferred, out of the usual course of the business, the purchaser, lessee, transferee, contractor or subcontractor shall continue to be subject to the terms and conditions of this Agreement for the life thereof, as if no changes had occurred as if it had been signed by him.

Company's Shares Sold

On October 1, 1965 D.S. Scott Transport Limited purchased all the issued shares of the Reitmier Company and took over its management. At that time the Scott Company was a party to a collective agreement made with the General Truck Drivers and Helpers Union,

Local No. 31, which required the employees of the Scott Company, as a condition of employment, to become members of Local 31 within 14 days of obtaining employment with the Scott Company, and to remain as members of the said union.

Employees Hired by Purchaser

On October 16, 1965, 26 employees of Reitmier were informed at a meeting that the Scott Company had purchased all the issued shares of the Reitmier Company and that hereafter Reitmier would have no employees. All Reitmier employees were invited to apply for a job with the Scott Company the same day, and were informed that only those who applied the same day would be given a job and have the seniority preserved *vis-a-vis* Scott employees. Also, Reitmier employees were informed at that meeting that Local 31 had agreed to admit all of them into membership without payment of any initiation fee, if they joined the union within 14 days.

Reitmier employees accepted this offer, applied to Scott for employment, and joined Local 31 of the General Truck Drivers and Helpers Union. Thus, the effect of certification granted to Local 580 was apparently nullified and became of no practical value since it covered no one.

The Reitmier Company remained in business as a common carrier with the assets that it owned at the time of purchase by the Scott Company. These assets included 13 tractors, 15 trailers and the license granted to it by the public utilities commission of British Columbia. It has retained its good will. It continued to carry on its business in the same manner as it did prior to the purchase. It solicited business and kept its own books of account. It continued to send invoices to its customers, and collected its accounts receivable and was paying its debts. Its trucks continued to carry freight. Its corporate entity remained intact, separate and apart from the Scott Company. Its operations remained indistinguishable from those carried on by it before the day of purchase, save in one respect—it had claimed to have no employees at all.

Those who drove vehicles owned by Reitmier and bearing its name, like those engaged in administering and managing its affairs, drew their wages and salaries not from Reitmier, but from the Scott Company. The Reitmier Company had no payroll. Everyone was on the Scott Company's payroll. The Reitmier Company was supposed to compensate the Scott Company for all such services by a formula not explained in detail.

Injunction Sought

Local 580, which had a collective agreement with the Reitmier Company before the Company's shares were sold to the Scott Company, brought an action against the Reitmier Company, the Scott Company and Local 31 for declarations and an injunction based upon the said collective agreement.

The defendants claimed it could not be said that any breach of the collective agreement entered into with Local 580 had occurred. The Reitmier Company conceded that this collective agreement would be still in full force and effect, and that the Reitmier Company would be bound to honour its commitments thereunder if it had any employees—but it alleged that, since the purchase of its shares by the Scott Company, it had no employees.

Section 12(11) of the British Columbia Labour Relations Act reads as follows:

> Notwithstanding the provisions of subsection (10), where a business or part thereof is sold, leased, or transferred, the purchaser, lessee, or transferee is bound by all the proceedings under this Act before the date of the sale, lease, or transfer, and the proceedings shall continue as if no change had occurred; and if a collective agreement was in force, that agreement continues to bind the purchaser, lessee, or transferee to the same extent as if it had been signed by him.

The Reitmier Company had been incorporated under the British Columbia Companies Act. The Scott Company had been incorporated under the Companies Act (now the Corporations Act) of Ontario and had been registered as an extra-provincial company in the provinces of British Columbia and Quebec, and had been licensed as a common carrier in every province through which it travels from British Columbia to New Brunswick, and in some of the United States of America. Its head office is in Ontario.

The relations between the Scott Company and its employees are governed not by any provincial statutes but by the federal Industrial Relations and Disputes Investigation Act, because it is an undertaking connecting the provinces. The federal Act contains no such provision as S. 12(11) of the British Columbia Act.

Plaintiff Submission

Mr. Justice Munroe, in his reasons for judgment, summarized the arguments submitted by Local 580 in the following way:

(1) The drivers of vehicles who prior to October 16, 1965 (when they applied to the Scott Company for employment) belonged to Local 580, and who since then had driven vehicles belonging to the Reitmier Company, are still employees of Reitmier for the purposes of the Labour Relations Act and collective bargaining.

(2) Alternatively, if they had not since October 1, 1965 (when Reitmier's shares were sold to the Scott Company) been employees of Reitmier, they are still covered by the collective agreement between Local 580 and Reitmier, and this agreement is still binding upon Reitmier and Scott by virtue of Section 12 of the B.C. Labour Relations Act.

(3) Reitmier has remained a provincial undertaking, and its business has not been integrated with that of Scott so as to transform it into an interprovincial undertaking falling under federal jurisdiction.

Identity of Employer

Dealing with the first submission, Mr. Justice Munroe had to answer the question, By whom are the 26 drivers in question now employed, for purposes of the Labour Relations Act? He noted that the 26 employees in question had been, since October 16, 1965 the employees of Scott and not of Reitmier. Since then, only the Scott Company had had the authority to terminate their services, and it had been exercising full and complete control over them, despatching them as it saw fit.

Then there was the question as to whether such employment is a sham or subterfuge on the part of Reitmier or Scott to circumvent the collective agreement made between Local 580 and Reitmier, or to circumvent the Act. Is the Scott Company a mere service agency of Reitmier?

In the opinion of Mr. Justice Munroe, if it was such a subterfuge, it was one to which the employees themselves were parties. They acquiesced in the termination of their employment with Reitmier, and entered into contracts of employment with the Scott Company and elected to join Local 31. None of them appeared at the trial to complain of coercion or other impropriety. They were now employed by the Scott Company with their consent.

It could not be said, Mr. Justice Munroe pointed out, that industrial peace or the other purposes of the Labour Relations Act referred to in *Oil, Chemical and Atomic Workers Int. Union v. Imperial Oil Ltd. and Atty.-Gen. of B.C.* (L.G. 1964, p. 41) would be served by

directing that these employees should cease to be members of Local 31 and that they reinstate themselves into Local 580, in the absence of any evidence that such is the desire of the employees concerned. Mr. Justice Munroe held that the employees in question had been, since October 16, 1965 the "employees" of the Scott Company for all purposes.

No Sale of Business

Regarding the submission that Section 12(11) of the B.C. Labour Relations Act, quoted above, governed the transaction in question, Mr. Justice Munroe reached the conclusion that the transaction was simply a sale of shares and was not the sale, lease or transfer of "a business or part thereof," and that the Scott Company was not the purchaser, lessee or transferee of a business or part thereof.

Mr. Justice Munroe maintained that the sale of shares of a company is not the sale of a business within the meaning of Section 12(11) of the Labour Relations Act. Accordingly, he declared that the collective agreement between Reitmier and Local 580 was not binding upon the Scott Company by statute, and that, in the absence of any contractual obligation, the Scott Company was not bound by its terms.

This conclusion Mr. Justice Munroe reached after considering the authorities including *Amalgamated Lithographers of America Local 44 v. Nat. Paper Box Ltd. and Burnaby Paper Board Ltd.* (1964) 48 W.W.R. 547; *Re Parkhill Furniture & Bedding Ltd.* (L.G. 1961, p. 158; 1961, p. 477); *Reg. v. Ont. Labour Relations Board; Ex parte Kitchener Food Market Ltd.* (1966) 54 D.L.R. (2d) 219.

A Provincial Undertaking

Mr. Justice Munroe found, upon the evidence, that the Reitmier Company had not become an integral part of or necessarily incidental to the Scott Company's operations so as to bring its activities respecting labour relations under federal jurisdiction. It is true, he noted, that Reitmier's fleet of vehicles operating within British Columbia generated freight business for Scott, and was therefore a valuable supplement to Scott's interprovincial business.

But that fact alone did not justify a finding either that it is an integral part of, or is necessarily incidental to the work and business of the Scott Company in the face of the evidence that the Reitmier Company's vehicles are not licensed to haul freight elsewhere than in British Columbia except on an irregular, and infrequent single-trip permit basis. Mr. Justice Munroe found their undertakings separate and divisible.

Certification Inapplicable

In the opinion of Mr. Justice Munroe, there was one final reason why Local 580 could not succeed in its action—it was certified as bargaining agent for certain employees of the Reitmier Company employed at the address stated in the certificate. Since October 16, 1965 no employee had been employed at that address, having been moved to the business premises of the Scott Company in another municipality. Unless and until the certification of Local 580 was amended by the Labour Relations Board, it could not apply to the employees in question in any event.

Action Dismissed

The action for declarations and an injunction based upon a collective agreement was dismissed.

Retail, Wholesale and Department Store Union, Local 580 v. Reitmier Truck Lines Ltd., D.S. Scott Transport Limited and General Truck Drivers and Helpers Union, Local No. 31 (1966) 57 W.W.R., Part 2, p. 104; 66 CLLC, para. 14,141.

Recent Regulations, Federal and Provincial

Special holiday provisions for longshoremen issued by the federal Government

Nova Scotia raises minimum wage rates

New regulations under the Canada Labour (Standards) Code established special general holiday provisions for longshoremen who customarily work for a number of employers in a month.

In Nova Scotia, amendments to the minimum wage orders increased almost all rates by 5 cents an hour.

In Ontario, new regulations were issued for the radio and television service technician trade. Special negotiating procedures were established for employees of the Liquor Licence Board and the Liquor Control Board.

FEDERAL

Canada Labour (Standards) Code

Under an amendment to the Canada Labour (Standards) Code, regulations were made on December 15 dealing with general holidays with pay for longshoremen.

The amendment, which received Royal Assent on December 14, adds a new part, Part IV-A, to the Code to deal with "multi-employer employment." "Multi-employer employment" means employment in an occupation or trade in which, by custom, any or all of the employees would, in the usual course of a working month, ordinarily be employed by more than one employer. The term may be defined more specifically by regulations. Such employees, because of the custom of their work, would not usually be able to meet the employment and service requirements set out in Parts III and IV of the Code. The effect of the amendment is that, where regulations are made under Part IV-A, the rules governing general holidays and annual vacations set out in those regulations will take the place of the general rules in Part III and Part IV of the Code.

The regulations (SOR/66-573 gazetted December 28) deal with general holidays with pay for longshoremen in multi-employer employment. They provide for two situations—one when employees are paid through a "multi-employer unit" designated by the Minister of Labour, and the other when employees are paid by the individual employers for whom they work from time to time.

To be designated as a multi-employer unit, an association of employers must satisfy the Minister that it has set up a central pay office to keep employment records and to pay wages, including general holiday pay, as required by the regulations, on behalf of the members.

A longshoreman employed by a member of a multi-employer unit is entitled to pay for a general holiday if he was entitled to wages for at least 15 days or 120 hours in the 30 calendar days immediately preceding the holiday. Pay for the general holiday is to be not less than eight times his basic hourly wage rate, defined to exclude any premium or bonus rates.

In the second case, where there is no multi-employer unit, a longshoreman is entitled to a specified percentage of his earnings in lieu of general holidays. On each pay day, he must be paid by his employer an amount equal to 3 per cent of his basic rate of wages multiplied by the number of hours he has worked for that employer in the pay period.

In both cases, an employee who is required to work on a general holiday is to be paid at not less than one and one half times his basic rate of wages for the time worked by him on that day.

ALBERTA

Tradesmen's Qualification Act

New regulations under the Tradesmen's Qualification Act governing the trades of steamfitter, plumber and sheet metal mechanic amended the definitions of these trades.

In particular, the definitions of the trades of steamfitter and plumber have been expanded, effective April 1, 1967.

The amendments were gazetted as Alta. Reg. 375/66 to 377/66 on November 15.

BRITISH COLUMBIA

Apprenticeship and Tradesmen's Qualification Act

The special regulations respecting certificates of proficiency in the plumbing, steamfitting and pipefitting, and sprinkler fitting trades have been amended with respect to the period of qualifying time required for an applicant for a certificate of proficiency. The minimum number of hours of experience required in any of these trades is now 10,000 hours instead of 8,000.

The amendment, B.C. 238/66, was gazetted on November 24.

NOVA SCOTIA

Minimum Wage Act

In Nova Scotia, amendments to the general minimum wage order, and the three occupational orders gazetted on November 30, increased almost all minimum rates by 5 cents an hour, effective from January 1, 1967.

In the general order and the order for beauty parlours, where rates are fixed on a zone basis, there were also a few changes in zone boundaries. New Glasgow and the surrounding area within a radius of 10 miles were removed from Zone IB and placed in Zone IA. This zone now comprises Halifax-Dartmouth, Sydney and New Glasgow and all surrounding area within a 10-mile radius of each of these cities. Zone IB now consists of Truro, Amherst, and Yarmouth and surrounding area (5-mile radius). Zone II consists of all parts of the province not included in Zone IA and Zone IB.

As a result of this re-zoning, increases in minimum rates were higher for employees in the New Glasgow area than those for workers in other places. Rates for employees subject to the general order were increased by 10 cents. In beauty parlours in this area, the minimum for experienced employees was increased by 15 cents, and the minimum for inexperienced employees by 10 cents.

In Zone IA of the general order, rates remain unchanged, except for the inclusion of New Glasgow. Minimums for Zone IB and for Zone II were increased by 5 cents an hour.

The amendments to the beauty parlour order increased minimum rates by 5 cents an hour and, at the same time, reduced the overtime standard. The minimum now payable for hours in excess of 48 in a week is now one and one half the minimum hourly rate, instead of one and one half the regular rate.

Rates for time workers in logging and forest operations and for employees in road building and heavy construction were also increased by 5 cents an hour.

The minimum rates now in effect in Nova Scotia are summarized below.

General Minimum Wage Order

ZONE IA

	Rate an Hour Male	Female
Experienced		
17 years of age and over	1.10	.85
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.95	.70

ZONE IB

	Rate an Hour Male	Female
Experienced		
17 years of age and over	1.05	.80
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.90	.65

ZONE II

Experienced		
17 years of age and over	.95	.70
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.80	.55

Order for Beauty Parlours

ZONE IA

	Rate an Hour
Experienced	.90
Inexperienced	
First 3 months	No set rate
Second 3 months	.40
Third 3 months	.65

ZONE IB

	Rate an Hour
Experienced	.80
Inexperienced	
First 3 months	No set rate
Second 3 months	.35
Third 3 months	.60

ZONE II

Experienced	.70
Inexperienced	
First 3 months	No set rate
Second 3 months	.35
Third 3 months	.50

Order for Logging and Forest Operations

Time workers	$1.10 an hour
Guards, kitchen help, etc.	$210 a month

Order for Road Building and Heavy Construction

All employees	$1.15 an hour

ONTARIO

Apprenticeship and Tradesmen's Qualification Act, 1964

The first regulations to be issued in Ontario for the trade of radio and television service technician were gazetted as O. Reg. 336/66 on November 19.

In these regulations, the radio and television service technician trade is designated a certified trade, which means that a certificate of qualification is now compulsory in this trade. An exception is, however, made for persons already engaged in the trade.

An apprenticeship training program has been established and all newcomers to the trade must register as apprentices within three months. The training program consists of four periods of 2,000

hours each. It will include full-time educational day classes at a Provincial Institute of Trades, or an equivalent course of training and instruction approved by the Director of Apprenticeship, and practical training and instruction by an employer in the courses contained in the schedule to the regulations.

As provided in the Act, time credits may be allowed for approved training courses. If an apprentice holds a Secondary School Graduation Diploma, his term of apprenticeship will be reduced to four periods of 1,500 hours each.

An apprentice who has completed an electronics course approved by the Director will be granted two hours credit for each hour of instruction and training completed at the trade school up to a maximum of two periods. The balance of his apprenticeship is to be completed in two periods of practical training and instruction provided by the employer.

During his first period of training, an apprentice whose term of apprenticeship consists of four periods of 2,000 hours each must be paid not less than 40 per cent of the hourly wage payable to a journeyman employed by the same employer. This must be increased to 50 per cent during the second period, to 60 per cent during the third, and to 80 per cent during the fourth. If an apprentice holds a Secondary School Graduation Diploma, the corresponding percentages are 50, 60, 70 and 80.

An apprentice whose term has been reduced because he has completed an electronics course must be paid at least 60 per cent of the journeyman's rate during the first period and 80 per cent during the second.

Liquor Control Act

Special negotiation and arbitration procedures have been established for employees of the Liquor Control Board of Ontario and the Liquor Licence Board of Ontario by new regulations under the Liquor Control Act. These employees had been excluded from the negotiating procedures previously established for the majority of employees of the Ontario government.

In the new regulations (O. Reg. 318/66 gazetted October 29), the Liquor Control Board of Ontario and the Liquor Licence Board of Ontario Employees' Association is recognized as the Association representing the majority of the employees in these two agencies.

Procedures are to be similar to those already established for other employees of the provincial government. There is to be a Negotiating Council composed of three Crown employees appointed by the Lieutenant-Governor in Council, who will represent the "official side," and three members of the Association who will represent the "staff side." The chairman, also appointed by the Lieutenant-Governor in Council, will not be a member of the Council nor will he have the right to vote.

The Council is authorized to negotiate concerning terms of employment—including working conditions, remuneration, leaves and hours of work—that may be put on the agenda at the request of either side.

In case of a stalemate, the chairman must refer the matter to the Minister of Labour, who has discretionary authority to appoint a mediator within 15 days. If a mediator is appointed, he must report to the chairman of the Council within 30 days.

If a mediator is not appointed, or if the mediator is unable to bring about an agreement, the matter will be referred to the Liquor Control and Liquor Licence Arbitration Board. This Board will be composed of one member designated from time to time by the official side of the Negotiating Council, and one person nominated by the staff side, with a neutral chairman appointed for a renewable term of two years.

Any decision of the Arbitration Board is to be sent to the Chairman of the Negotiating Council, who must transmit it immediately to the appropriate authority to be implemented.

Older Workers

Continued from page 125

he has to do, and can operate his controls in the most effective manner."

Design Factors

The section on design factors includes layout, seating, instrument displays, compatibility of controls and displays, and design of controls. Examples, both good and bad, have been freely used. One of special interest concerns a production line that was lowered, with the operatives seated. These relatively small changes resulted in greater productivity, a saving of working space, and a greater satisfaction on the part of the labour force. A large section is devoted to design characteristics of controls, with discussion on the various types, such as cranks, handwheels, knobs, levers, joysticks, pedals and push buttons, together with the normal forces available in various positions and the degree of accuracy obtainable.

Environmental factors covered include temperature and humidity, noise, visability and vibration. Each is dealt with in detail, and its effects discussed.

Organizational factors include the organization of work, inspection, shift work and age. There are also reported results of experiments to determine the best work and rest period relationships for various types of operation, to give the greatest output. On the subject of age, the author points out that in 1958, some 52 per cent of those employed in British manufacturing industry were 40 years of age or over, and that in spite of much research on the effects of aging, industry generally is only now beginning to take note of the problem.

Labour (Safety) Code

Continued from page 83

been complied with. In such cases, however, the employer has a right of appeal.

Penalties are provided in the Code for violations of the legislation. An employer may be fined a maximum of $5,000, with the alternative of a maximum of one year's imprisonment, or he may be both fined and imprisoned. An employee who fails to take the prescribed precautions for his own safety, or that of his fellow workers, may be guilty of an offence punishable on summary conviction. Proceedings against an individual employee may not, however, be taken without the consent of the Minister.

If an employer is convicted of an offence, every person responsible for the breach will be liable, on summary conviction, to a fine of up to $100, or one month in jail, or both.

The passage of this act completes the Canada Labour Code. The act provides for the assembly and consolidation as one act, under that title, of the following five acts: the Canada Labour (Standards) Code, the Canada Labour (Safety) Code, and Female Employees Equal Pay Act, the Canada Fair Employment Practices Act, and the Industrial Relations and Disputes Investigation Act.

Alcan employees accept record wage increase

The President of the National Federation of Metal Trades (CNTU), Adrien Plourde, described the pay increase received by the 9,000 Quebec employees of the Aluminum Company of Canada in October as the highest in the metal industry in North America. The increase will give workers an average $1,169 to $2,001 raise over a two-year period.

By the Unemployment Insurance
and Pensions Section
Labour Division, Dominion Bureau of Statistics

Number of Claimants Higher at End of October Than Total of 165,000 at End of September

Claimants for unemployment insurance benefit at the end of October 1966 numbered 184,000, which was nearly 12 per cent higher than the total of 165,000 at the end of September, and about 14,000, or 8 per cent higher than the number of claimants a year earlier. Males made up the greater part of the increase compared with both the previous month and the previous year, and consequently there was a slight increase in the proportion of males in the total at the end of October.

Half the claimants at the end of October had begun to claim during the month, and about two out of every three of these were males. Among those on claim for more than four weeks, men and women were about equal in numbers. In both groups of claimants, however, women outnumbered men in Ontario and the Prairie Provinces.

As happened last month, most of the increase compared with 1965 occurred in British Columbia, and it was concentrated among the males. This was largely due to layoffs in the forest industry because of a drop in the demand for wood products. In the Prairie Provinces, there were some 1,000 fewer claimants than a year earlier, but most of the decline was in male claimants in Manitoba. In all other provinces, the number of claimants increased.

October was the fifth successive month in which the number of claimants was higher than in 1965. This was in direct contrast to the first half of the year, when the numbers were consistently lower than in the year before. The turning point occurred in June, although in that month the change was slight.

During the first five months of 1966, between 85 and 90 per cent of the decline from the previous year was among male claimants. In the next five months, however, females began to account for more of the increase, and they amounted to between 20 and 30 per cent of it between July and October.

The adjacent table shows the changes in numbers and percentages between the total claimants at the end of each month in 1965 and 1966 respectively. Changes in the percentage of males in the increase for each month are shown in the fifth column.

Count of claimants at month-end, 1965 and 1966, showing absolute and percentage changes and proportions of the absolute change attributable to males.

Month	*1966*	*1965*	*Absolute Change*	*Per cent Change*	*Per cent Males in col. (3)*
	(1)	(2)	(3)	(4)	(5)
January	511,768	547,842	−36,074	− 6.6	92.2
February	530,450	559,234	−28,784	− 5.1	92.3
March	498,013	538,978	−40,965	− 7.6	87.1
April	413,901	462,929	−49,028	−10.6	87.8
May	217,610	229,467	−11,857	− 5.2	86.6
June	181,311	180,690	+ 621	+ 0.3	112.4
July	195,996	184,426	+11,570	+ 6.3	80.1
August	187,172	172,451	+14,721	+ 8.5	70.8
September	164,877	157,323	+ 7,554	+ 4.8	62.7
October	184,302	170,408	+13,894	+ 8.2	67.2

Summary Table

Activity	*October 1966*	*September 1966*	*October 1965*	*Cumulative Data 1966*	
				January to October	*12 months ending October*
			thousands		
Insured population as at month-end	—	4,405	4,286	—	—
Initial and renewal claims filed:					
Total	86	73	83	1,144	1,557
Initial	60	52	57	862	1,177
Renewal	26	21	26	282	380
Claimants reporting to local offices	184	165	170	309*	312*
Beneficiaries (weekly average)	130	122	108	255*	241*
Weeks compensated	518	513	431	10,547	11,943
Benefit paid	$12,336	12,265	10,223	258,588	292,386
Average weekly benefit	$ 23.82	23.93	23.70	24.52	24.48

*Monthly average.

Initial and Renewal Claims

There were about 86,000 initial and renewal claims during October, compared with 73,000 in September and 83,000 in October 1965. More than 95 per cent of the claims in October 1966 were made by persons who were separated from employment during the month, and about 4 per cent were by persons whose benefit rights had terminated and who were seeking an extension of rights.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 130,000 in October, 122,000 in September and 108,000 in October 1965.

Benefit payments totalled $12,336,000 in October, $12,265,000 in September and $10,223,000 in October 1965.

The average weekly payment was $23.82 in October, $23.93 in September and $23.70 in October 1965.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2592

The relevant facts of this case are set out fully in the insurance officer's appeal to the Umpire:

> On September 3, 1965 the claimant made a renewal claim stating that he was laid off due to a work shortage on September 2, 1965. He advised that he received vacation pay in an amount of $366.80. The evidence on file when the claim was first reviewed by the insurance officer indicated that the claimant was placed on holidays by his employer from August 8 to 14, 1965. He worked from August 16, 1965 to September 2. The general plant holiday period occurred from August 16 to August 28, during which time the claimant was required to work.
>
> There was no evidence on file to indicate that the claimant was placed on holidays by his employer for any period following his last day worked on September 2, and the moneys received for vacation pay had apparently no effect on the claim made on September 2, as no general continuous holiday was scheduled to commence within 6 weeks after the reported layoff on September 2. The insurance officer consequently allowed the claim.
>
> On November 12, the local office became aware that the claimant had been placed on paid holidays [from] September 5 to 11, so that his contract of service was continuing, and he had received his usual remuneration for that week. The evidence now indicated that the claimant was placed on holidays [from] August 8 to 14, worked from August 16 to September 2 and earned $106, $125.88 and $101.76 respectively for the three-week period, and was then placed on holidays [from] September 5 to 11.
>
> On the basis of this new information, the insurance officer reviewed the claim and disqualified the claimant from September 5 to 11. . . . In his opinion, the contract of service continued during the period the claimant was placed on holidays by his employer, and [he] received his usual remuneration for a full working week.
>
> The claimant appealed on the ground that he was on a designated holiday period commencing August 8, and [that] the vacation pay should have been allocated to the consecutive weeks of August 8, 15, 22 and 29. According to his Union representative, the claimant based his appeal on the Umpire's decision CUB-2475. The board upheld the appeal on the ground that the holiday pay had to be allocated to consecutive weeks under Regulation 173(6) in accordance with CUB-2475. . . .

In reply to a query made after the hearing before the board of referees, the employer stated that the claimant's designated weeks of vacation were August 8 to August 14, and September 5 to September 12. Vacation pay allocated to the latter week of vacation amounted to $104.80, and the employee returned to work on September 13.

In his appeal to the Umpire the insurance officer contended that the board erred in concluding that the jurisprudence established in CUB-2475 applied to the present case, and that the claimant's vacation pay should be allocated to the weeks commencing August 8, 15, 22 and 29.

He further contended that the board apparently did not give adequate consideration to the evidence that all employees required to work during the general plant holiday period were assigned a definite vacation period to be liquidated before or after the general holiday period. The claimant had been designated holidays of one week from August 8 to 14, and one week commencing September 5.

Evidence before the board of referees established that the claimant's contract of service continued during these particular weeks, for which he received his usual weekly remuneration, said the insurance officer, and was further confirmed by additional statements from the employer.

The insurance officer concluded that the claimant had failed to prove he was unemployed from September 5 to 11, a period during which he was placed on actual holiday with pay while his contract of service continued and he received his usual weekly remuneration.

On March 14, 1966 the claimant's union, the United Automobile Workers of America, requested a hearing, which was held in Toronto on April 14.

Considerations and Conclusions

In decision CUB-2039 (L.G. 1962, p. 1294), the Umpire said:

> The primary condition [that] a claimant must fulfill to be "entitled to be paid benefit in respect of his unemployment" during any week in his benefit period is, according to section 54(1) of the Act, to prove that he was unemployed during that week. Consequently, if he fails to do so, he is not entitled to be paid any benefit, and it is self-evident that when a claimant is not entitled to be paid any benefit, the question of whether "earnings" should be deducted therefrom (section 56 of the Act) does not and cannot arise. . . .

In view of the foregoing, it is obvious that the first question to be examined in the [present] case is whether the claimant has proved that he was unemployed during the week commencing September 5, 1965, and in that respect, I consider that the insurance officer's grounds of appeal are well founded in fact and in law.

As I have reached that conclusion, the question of whether the claimant's holiday pay should be allocated to consecutive weeks under Regulation 173(6) does not and cannot arise.

As a consequence, I decide to allow the insurance officer's appeal.

CUB 2626

The claimant filed an application for benefit and was registered for employment as a labourer. He had been employed as a bottler from December 7, 1964 to January 16, 1965 at an hourly rate of $2.53.

The claimant gave as his reason for separation: "Laid off—shortage of work. Capable and available for full-time work. Re-call indefinite." He filed renewal applications for benefit on March 16, 1965, and September 14, 1965, indicating employment with the same employer from February 8, 1965 to March 12, 1965, and May 10, 1965 to September 10, 1965. All three claims were allowed.

On December 14, 1965, the claimant was interviewed by an officer of the

Commission, at which time he affixed his signature to the following statement:

"I, . . . do solemnly declare that: I have had part-time employment . . . during my claim period. I have had no National Employment Service referrals. I have attempted to gain employment . . . but declined the offered employment because I did not wish to leave my employment at . . . I am available for full-time employment only when not required by . . . and would accept employment as factory labourer or any employment I am capable of performing.

"I would accept part-time employment, but only if it did not interfere with my being recalled for part-time work. . . . I would not accept the prevailing rate of pay unless at $2.63 [an] hour. I am 46 years of age, married, have two children age 13 and nine years. I have read and understood the Information for Claimant's booklet and know what I sign on the weekly report. I have not been ill or absent . . . during my claim period excepting today when I am off because of a sore back."

Commenting on the statement made by the claimant the placement officer stated that the part-time or starting rate in factories was not much more than $2.00 an hour, and that there was very little part-time work available.

The claimant was disqualified and benefit suspended from December 5, 1965 because he had failed to prove himself available for work. He made a further statement to the local office:

"I do not agree with the indefinite disqualification imposed. I would accept full-time employment at any place other than . . . at the prevailing rate of pay, but I would leave as soon as . . . called. I believe I would be allowed a few days to work a notice before going back to . . . but if I did not report within a few days because of being employed elsewhere, I would be through at. . . . I have worked there for nine years and I do not feel that I would like to give it up, unless I found another job [that] would be steady and [a] rate of pay [that] was comparable to what I am now earning."

On January 4, 1966, the company reported that the claimant had worked for them as follows: 2 days in October, 9 days in November and 15 days in December 1965.

The claimant appealed the disqualification to the board of referees, and the case was heard on January 26, 1966. The claimant attended and was represented.

The majority of the board found that a prospective employer would not accept the services of the claimant knowing that his employment might be of a very short duration. This factor would restrict the claimant's employment, the board said, so he would not be available within the meaning of the Act. . . .

The dissenting member stated that, according to the evidence presented, the claimant had more than nine years seniority as a full-time employee and that he had every reason to believe that he would be recalled on a full-time basis.

He further stated that the claimant was within his rights to do everything he could to maintain that employment, and that he was also within his rights, when seeking other employment, to state that he would be leaving that employment when recalled to his former employment.

For these reasons, said the dissenting member, the insurance officer's decision should be rescinded and the appeal allowed.

On March 22, 1966, the claimant's union filed a notice of appeal to the Umpire. It stated that the board of referees erred in deciding that the claimant was not available for work.

> The claimant has over nine years' seniority as a full-time employee. . . . He is [currently] an employee on layoff, subject to recall on a seniority basis. Considering these facts, and that the claimant will lose many earned benefits if he totally severs his employment, it is submitted that the claimant was within his rights under the Act to do everything in his power to maintain his employment . . . and when seeking other employment, was also within his rights . . . to state that he will return to his former employment when recalled.
>
> The claimant was available for work on December 5, 1965 within the meaning of the Act and is unable to find suitable employment. He is therefore entitled to the prescribed benefits under the Act. The board of referees' decision would work a severe hardship on all persons in the claimant's position, and the Umpire should reverse the board's finding.

Considerations and Conclusions

When a worker is laid off temporarily from his regular occupation, it is natural that he should wish to preserve his seniority and other similar rights with his regular employer, and the jurisprudence has established that, in such cases, a claimant's availability depends on his willingness to accept short-term employment during his layoff and not on the duration of such layoff (CUB 2215). This rule will apply provided [that] the claimant imposes no undue restriction on his acceptance of temporary employment (CUB 1366).

In the [present] case, the claimant's restriction to temporary work should not in itself be considered an undue restriction in view of the fact that he applied for work as a labourer, a field in which temporary work is a common thing. However, the claimant's original restriction of wages to $2.63 an hour was clearly an undue restriction, and he cannot be said to have been available for work so long as that restriction existed—that is, until he removed the restriction in his statement to the local office on December 29, 1965.

As a consequence, I decide to allow the union's appeal, effective December 29, 1965.

Conciliation Proceedings

Continued from page 129

Board Reports Received

1. The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal, and Local 57 of the Office & Professional Employees' International Union (Bell Unit) (L.G., Nov. 1966, p. 659).

2. Transcanada Communications Limited (Station CKCK-TV) Regina, Sask., and National Association of Broadcast Employees and Technicians (L.G., Nov. 1966, p. 659).

3. Rod Service Ltée, Montreal, and *Le Syndicat National des Employes de Rod Service (CSN)* (L.G., Jan., p. 42).

4. The Hamilton Harbour Commissioners (harbour patrol group), and Local 958 of the Canadian Union of Public Employees (L.G., Dec. 1966, p. 742).

Settlements After Board Procedure

1. Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., and Canadian Air Line Pilots' Association (L.G., Nov. 1966, p. 659).

2. The Hamilton Harbour Commissioners (harbour patrol group), and Local 958 of the Canadian Union of Public Employees (see above).

Settlement After Strike Action

Air Canada, and International Association of Machinists and Aerospace Workers, Lodges 714 and 1751 (L.G., Jan., p. 42).

Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. ALBERTA. BUREAU OF STATISTICS. *Tenth Annual Report, Salary and Wage Rate Survey, Alberta, 1 March 1966; Range of Wages, Weighted Averages and Medians by Size and Type of Firm, Alberta and Six Major Cities.* Edmonton, 1966. Pp. 101.

2. ALBERTA. PUBLIC SERVICE COMMISSION. *Annual Report of the Public Service Commissioner, 1965.* Edmonton, 1966. Pp. [17].

3. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H.M. Chief Inspector of Factories on Industrial Health, 1965.* London, HMSO, 1966. Pp. 83.

4. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April 1966.* London, HMSO, 1966. Pp. [312].

Automation

5. GREAT BRITAIN. JOINT WORKING GROUP ON COMPUTERS FOR RESEARCH. *A Report.* London, HMSO, 1966. Pp. 80.

At head of title: Council for Scientific Policy. University Grants Committee. Professor B. H. Flowers, chairman.

The Joint Working Group's terms of reference were "to assess the probable computer needs during the next five years of users in Universities and civil research establishments receiving support from Government funds."

6. U.S. BUREAU OF LABOR STATISTICS. *Impact of Office Automation in the Insurance Industry.* Washington, GPO, 1966. Pp. 71.

". . . Deals with the extent and pace of the adoption of electronic data-processing technology among insurance carriers, and with its effects on insurance office employees."

Canadian Institute of International Affairs

7. LEGAULT, ALBERT. *Deterrence and the Atlantic Alliance.* Translated by Archibald Day. Toronto, Canadian Institute of International Affairs, 1966. Pp. 103.

"Originally, this work was a doctoral thesis presented to the Graduate Institute of International Studies in Geneva." This is a revised and considerably shortened version.

A study of the political and military problems of NATO. Contents: Strategic deterrence; the historical context. The bases of deterrence and their varying particular forms. Declared American strategy. Disarray of the West in the atomic age.

8. UREN, PHILIP E., Ed. *East-West Trade; a Symposium.* Introduction by the Hon. Mitchell W. Sharp. Toronto, Canadian Institute of International Affairs, 1966. Pp. 181.

Contents: East-West relations: Cold War or détente? [by] Adam Bromke. Canada and the Soviet Union [by] Stanley Haidasz, M.P. The economic content of Soviet trade with the West [by] Leon M. Herman. The organization of trade in the European Communist nations and the implications for East-West trade [by] Frederic L. Pryor. International economic relations in the Communist policy of economic development [by] Z. M. Fallenbuchl. The legal aspects of trade with Communist countries [by] L. Kos-Rabcewicz-Zubkowski. Some strategic considerations relating to East-West trade [by] Philip E. Uren. Prospects for East-West trade [by] Ivo Moravcik. Prospects for Soviet and East European purchases of Canadian wheat [by] Ivo Moravcik. Canada and East-West trade [by] Ian M. Drummond.

Economic Conditions

9. CED SYMPOSIUM ON PROBLEMS OF MAINTAINING PROSPERITY WITHOUT INFLATION, LOS ANGELES, 1966. *Managing a Full Employment Economy . . .* Introd.: Frazar B. Wilde. Papers: Walter W. Heller, John D. Harper [and] Pierre-Paul Schweitzer. Discussents: Eli Shapiro [and others]. [New York]. Committee for Economic Development [1966]. Pp. 62.

10. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Budgeting for National Objectives; Executive and Congressional Roles in Program Planning and Performance; a Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development.* [New York] 1966. Pp. 65.

11. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The New Business Challenge; 50th Annual Report, 1966.* [New York, 1966] Pp. 81.

12. ROPKE, WILHELM. *Welfare. Freedom and Inflation.* London, Pall Mall Press, 1957. Pp. 70.

Contents: Unfreedom and inflation; an introductory essay by Graham Hutton. Facing the future. Reflections on the Welfare State. Keeping money honest. Creeping inflation: the managerial disease of the public economy.

Employment and Management

13. AMERICAN MANAGEMENT ASSOCIATION. *The Systems Approach to Personnel Management.* New York, 1965. Pp. 24.

Contents: The swinging pendulum of management control. The total-system approach. The personnel systems concept. The impact of technology on manpower demand and supply.

14. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Training First-Line Supervisors.* Washington, 1966. Pp. 13.

Contents: Introduction. Scope & purpose of supervisory training. In-plant training of supervisors. Training methods (in-plant training). Duration & cost of in-plant training. Out-plant supervisory training. Evaluation of training program.

15. U.S. BUREAU OF LABOR STATISTICS. *Digest of 50 Selected Pension Plans for Salaried Employees, Summer 1965.* Washington, GPO, 1966. Pp. 53.

Describes the principal features of 50 selected pension plans in effect in the summer of 1965 covering salaried employees. Information is given in tabular form about the following: company, participation requirements, age requirement and benefits under normal retirement, illustrative monthly pensions, age requirement and benefits under early retirement, normal and early retirement benefit options, age requirement and benefits under disability retirement, vesting, involuntary retirement, death benefits, financing, and medium of funding.

16. U.S. BUREAU OF LABOR STATISTICS. *Supplementary Compensation for Nonproduction Workers, 1963; Employer Expenditures, Employer Practices.* Washington, GPO, 1966. Pp. 110.

"This bulletin analyzes major supplements, considering both employer expenditures for the supplements and the practices for which the payments are made."

Industrial Relations

17. CONFERENCE ON COLLECTIVE BARGAINING FOR PROFESSIONAL AND TECHNICAL EMPLOYEES, UNIVERSITY OF ILLINOIS, 1965. *Collective Bargaining for Professional and Technical Employees, Conference Report, May 20-21, 1965.* [Champaign, Ill.] University of Illinois, Institute of Labor and Industrial Relations [and] Division of University Extension [1966?] Pp. 53.

Speakers at the conference, representing engineers, nurses, teachers, and government employees considered such questions as: "1. What factors persuaded your members to work for collective bargaining? 2. How did you appeal to your members to persuade them of the value of collective bargaining? 3. What issues do you raise in collective bargaining negotiations?. 4. Does your organization concentrate on the problems of your members' economic and physical well-being, or do you discuss employer policy-making in other problem areas as well? 5. Why does your organization not affiliate with the AFL-CIO, if it is not affiliated?"

18. FORM, WILLIAM HUBERT, Ed. *Industrial Relations and Social Change in Latin America.* Edited by William H. Form and Albert A. Blum. Gainesville, University of Florida Press, 1965. Pp. 177.

"Based on a series of lectures sponsored by the School of Labor and Industrial Relations at Michigan State University [during 1962-63 academic year]." Examines industrial management, labor unions, industrial relations, and social conditions in Latin America.

19. O'DEA, RAYMOND. *Industrial Relations in Australia.* Sydney, West Publishing Corporation Pty. ltd., 1965. Pp. 234.

Partial contents: The conciliation and arbitration power. The Conciliation and Arbitration Act, 1904-1961. State industrial arbitration. Special forms of industrial regulation. The basic wage. The role of the Executive [the Government] in industrial relations. Master and servant. The status of trade unions. Government employment. A new development in arbitration.

Labour Party (Australia)

20. CALWELL, ARTHUR AUGUSTUS. *Labor's Role in Modern Society.* [Rev. ed., Melbourne]. Cheshire-Lansdowne [1965]. Pp. 192.

Mr. Calwell is leader of the Australian Labour Party. He outlines his party's policies.

21. CHILDE, VERE GORDON. *How Labour governs; a Study of Workers' Representation in Australia.* [2d ed., Melbourne]. Melbourne University Press [1964] Pp. 193.

An account of the political and industrial organization of the labour movement in Australia during the first 20 years of this century. The author, the distinguished archeologist, had been private secretary to John Storey, Labour Premier of New South Wales, from 1919 to 1921. This edition is reprinted from the first edition of 1923, with some slight corrections.

Labour Supply

22. ISRAEL. MANPOWER PLANNING AUTHORITY. *Manpower in Israel; Annual Report, 1964.* [Jerusalem, 1966?] Pp. 141.

23. LESTER, RICHARD ALLEN. *Manpower Planning in a Free Society.* Princeton, N.J., Princeton University Press, 1966. Pp. 227.

"A joint project of the Industrial Relations Section, Princeton University and the Program of Unemployment and the American Economy of the Institute of Industrial Relations of the University of California (Berkeley)."

This book examines manpower programs in the United States, Great Britain, West Germany, and Sweden and makes recommendations to improve manpower operations in the United States.

24. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for States and Areas, 1939-65.* Based on the 1957 Standard industrial classification as amended by the 1963 Supplement. Washington, GPO, 1966. Pp. 740.

25. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. SUBCOMMITTEE ON EMPLOYMENT AND MANPOWER. *History of Employment and Manpower Policy in the United States; Parts I and II, Depression Experience, Proposals, and Programs. Volume 5 of Selected Readings in Employment and Manpower.* Washington, GPO, 1965. Pp. xii, 1589-2053.

26. U.S. DEPARTMENT OF COMMERCE. OFFICE OF BUSINESS ECONOMICS. *Growth Patterns in Employment by County, 1940-1950 and 1950-1960, by Lowell D. Ashby.* Washington, GPO, 1965-1966. 8 vols.

Labouring Classes

27. FELT, JEREMY POLLARD. *Hostages of Fortune; Child Labor Reform in New York State.* [Syracuse, N.Y.] Syracuse University Press, 1965. Pp. xv, 276.

A history of child labour in New York State from the 1830's till recent times.

28. HAYS, PAUL RAYMOND. *Labor Arbitration: a Dissenting View.* New Haven, Yale University Press, 1966. Pp. 125.

Judge Hays, who has had 23 years' experience as a labour arbitrator, was Professor of Law at Columbia University before being appointed a judge. He says that law should "get out of labor arbitration and leave the procedure exclusively to the voluntary action of the parties." He presented these views at Yale Law School in 1964 in the Storrs Lectures on Jurisprudence.

29. SOVERN, MICHAEL I. *Legal Restraints on Racial Discrimination in Employment.* New York, Twentieth Century Fund, 1966. Pp. ix, 270.

"Underlying this whole work is the premise that the law can and should be invoked against racial discrimination in

employment." This book examines U.S. federal and state legislation dealing with racial discrimination in employment, with particular reference to Negroes.

30. STURMTHAL, ADOLF FOX, Ed. *White-Collar Trade Unions; Contemporary Developments in Industrialized Societies*. Urbana, University of Illinois Press, 1966. Pp. xv, 412.

Contains studies of white-collar trade unionism in Australia, Austria, France, Germany, Great Britain, Japan, Sweden, and the United States, written by authorities in each country.

Nova Scotia

31. JUDEK, STANISLAW. *Manpower Training Requirements for Nova Scotia, 1970 and 1975*. Halifax, Economics and Research Division, Department of Labour, 1966. Pp. 100.

Study undertaken for the Nova Scotia Department of Labour. "[This study] consists of an analysis of the historical trends in the growth of the Nova Scotia labour force and its main characteristics." Population and labour force projections are given for 1970 and 1975.

32. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Collective Agreements, a Pilot Survey: Union Security, Employees Security, Economic Factors*. Halifax, 1966. Pp. 62.

An analysis of 150 collective agreements on file with the Nova Scotia Department of Labour's Industrial Relations Division.

33. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Cosmos Imperial Mills: a Case Study in Labour Force Recruitment and Training*. Halifax, 1965. Pp. 12.

A study of company policy for recruiting and training personnel in the Yarmouth (Nova Scotia) plant of Cosmos Imperial Mills Limited, a manufacturer of industrial fabrics.

34. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Labour Market Area Survey*. Halifax, 1966. Pp. 126.

The statistics in this report on population, labour force, and employment in Nova Scotia, were compiled for National Employment Service.

Taxation

35. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *Investment Incentives*. London, HMSO, 1966. Pp. [19].

"Presented to Parliament by the First Secretary of State and Secretary of State for Economic Affairs, the Chancellor of the Exchequer, and the President of the Board of Trade by command of Her Majesty, January 1966."

Discusses the British government's plan to make investment grants, administered by the Board of Trade, to the manufacturing and extractive industries so they can buy new equipment and machinery for use in Great Britain.

36. GREAT BRITAIN. TREASURY. *Selective Employment Tax. London,* HMSO, 1966. Pp. 11.

The British Selective Employment Tax was intended to correct the tax balance between services and manufacturing and to encourage economy in the use of labour in services so as to make more labour available for the expansion of manufacturing.

Wages and Hours

37. MORTON, HERBERT CHARLES. *Public Contracts and Private Wages; Experience under the Walsh-Healey Act*. Washington, Brookings Institution, 1965. Pp. x, 140.

The U.S. Walsh-Healey Public Contracts Act of 1936 provided that on federal government contracts exceeding $10,000 the use of convict labour and child labour was outlawed, hours of labour were limited to 8 in a day and 40 in a week (unless time-and-one-half rates were paid for overtime), the maintenance of safe and sanitary working conditions were required, and no one was to be paid less than the prevailing minimum wage as determined by the Secretary of Labor. This account studies the historical background of the act and assesses its effect since its passage.

38. U.S. BUREAU OF LABOR STATISTICS. *Major Collective Bargaining Agreements; Deferred Wage Increase and Escalator Clauses*. Washington [GPO, 1966] Pp. 64.

"Deferred or 'installment' clauses guarantee one or more wage increases during the term of the agreement." Escalator clauses refer to cost-of-living adjustments which relate wage levels to living costs. This study is based on an analysis of 1,800 collective agreements covering 7.6 million workers.

39. U.S. WOMEN'S BUREAU. *Equal Pay Facts*. Rev. ed. Washington, GPO, 1966. Pp. 6.

40. U.S. WOMEN'S BUREAU. *State Minimum Wage Laws*. Rev. ed. Washington, GPO, 1966. Pp. 8.

Women—Employment

41. BAKER, ELIZABETH (FAULKNER). *Technology and Woman's Work*. New York, Columbia University Press, 1964. Pp. xvi, 460.

The author is Professor Emeritus of Economics at Barnard College, Columbia University and an authority on technological change and its effects upon employment. The book deals with the status of working women from 1900 to the present time.

42. McKIEVER, MARGARET F. *The Health of Women Who Work*. Washington, U.S. Dept. of Health, Education, and Welfare, Public Health Service, 1965. Pp. 62.

Contents: Health and safety status. The worker and the workplace. Standards and laws governing employment. Health services in industry. Pregnancy.

43. U.S. WOMEN'S BUREAU. *Future Jobs for High School Girls*. Rev. ed. Washington, GPO, 1966. Pp. 67.

Includes up-to-date information on job opportunities, training programs, loans, and scholarships for girls with high school education.

Miscellaneous

44. INTERNATIONAL LABOUR OFFICE. *How to read a Balance Sheet*. Geneva, 1966. Pp. 124.

This programmed manual "first teaches the structure and language of a balance sheet and then goes on to illustrate some of the ways in which it can be used to assess a company's position."

45. KINGSTON, ONT. QUEEN'S UNIVERSITY. COMMERCE CLUB. *The Commerce-man, 1966. Feature: The Next Ten Years*. Kingston, 1966. Pp. 51.

Partial Contents: The next ten years: an economic forecast [by] D. J. Daly. The future of management education in Canada [by] James Gillies. Collective bargaining in the next ten years [by] William Mahoney. Canadian industry [by] Robert McKeown.

46. U.S. BUREAU OF THE CENSUS. *U.S. Census of Population: 1960. Final Report PC(2)-6C. Subject Reports. Labor Reserve: Age, Education, Occupation, and Other Characteristics of Former Members of the Labor Force*. Washington, GPO, 1966. Pp. 199.

Statistics Section

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A–Labour Force

TABLE A-1—Regional Distribution, Week Ended November 12, 1966

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(000's)			
THE LABOUR FORCE	7,428	623	2,131	2,720	1,233	721
Men	5,173	446	1,496	1,862	867	502
Women	2,255	177	635	858	366	219
14–19 years	712	69	217	227	128	71
20–24 years	1,027	105	345	329	157	91
25–44 years	3,240	241	936	1,237	518	308
45–64 years	2,236	188	578	846	392	232
65 years and over	213	20	55	81	38	19
EMPLOYED	7,190	592	2,045	2,660	1,207	686
Men	4,994	419	1,428	1,823	847	477
Women	2,196	173	617	837	360	209
Agriculture	482	30	89	122	220	21
Non-agriculture	6,708	562	1,956	2,538	987	665
Paid workers	6,199	516	1,782	2,373	917	611
Men	4,183	358	1,222	1,589	593	421
Women	2,016	158	560	784	324	190
UNEMPLOYED	238	31	86	60	26	35
Men	179	27	68	39	20	25
Women	59	*	18	21	*	10
PERSONS NOT IN LABOUR FORCE	6,192	672	1,805	2,099	1,017	599
Men	1,578	197	444	514	270	153
Women	4,614	475	1,361	1,585	747	446

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended November 12, 1966

	Total	14–19 Years All Persons	20—64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(000's)				
POPULATION 14 YEARS OF AGE AND OVER*	13,620	2,251	3,888	1,038	3,982	1,006	1,455
LABOUR FORCE	7,428	712	3,751	866	1,176	710	213
Employed	7,190	658	3,662	817	1,153	695	205
Unemployed	238	54	89	49	23	15	**
NOT IN LABOUR FORCE	6,192	1,539	137	172	2,806	296	1,242
PARTICIPATION RATE†							
1966 November 12	54.5	31.6	96.5	83.4	29.5	70.6	14.6
October 15	55.3	33.5	96.7	83.7	30.4	71.1	16.0
UNEMPLOYMENT RATE‡							
1966 November 12	3.2	7.6	2.4	5.7	2.0	2.1	**
October 15	2.6	6.5	1.7	4.6	1.6	2.3	**

*Includes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14-years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended November 12, 1966

	November 1966	October 1966	November 1965
	(000's)		
TOTAL UNEMPLOYED	238	195	220
On temporary layoff up to 30 days	19	11	16
Without work and seeking work	219	184	204
Seeking:			
Full-time work	203	167	188
Part-time work	16	17	16
Under 1 month	87	73	90
1–3 months	82	60	70
4–6 months	24	24	24
More than 6 months	26	27	20

SOURCE: Labour Force Survey, DBS.

B–Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	($ Millions)									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—August	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November	59.5	636.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July*	59.2	673.0	219.9	40.8	234.3	41.9	345.6	735.4	100.7	2,483.5
August†	61.9	691.4	201.3	41.3	234.6	41.1	349.5	749.5	101.1	2,506.1
	Seasonally Adjusted									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—August	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2,192.3
September	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May	60.9	664.2	204.0	37.1	203.1	39.6	338.0	738.1	99.7	2,405.8
June	61.3	668.2	207.9	29.3	207.1	40.1	342.1	747.5	100.1	2,424.9
July*	57.3	678.0	212.7	34.5	205.0	40.7	345.1	752.7	100.4	2,448.2
August†	61.3	682.2	193.8	35.6	201.7	39.7	350.6	765.3	100.6	2,452.6

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding. SOURCE: *Estimates of Labour Income*, DBS.

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1966, employers in the principal non-agricultural industries reported a total employment of 3,628,408. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
		$	$		$	$
AVERAGES						
1961	100.0	100.0	78.24	100.0	100.0	81.55
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1965—June	116.7	116.2	90.88	119.2	116.1	94.66
July	117.7	116.2	90.95	118.5	114.8	93.59
August	119.7	116.5	91.12	120.6	115.2	93.97
September	119.1	117.8	92.19	121.1	117.1	95.48
October	118.6	119.6	93.56	120.6	119.1	97.10
November	118.7	119.4	93.44	120.6	119.5	97.42
December	115.9	116.3	91.00	118.5	116.6	95.07
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May*	120.3	122.7	95.99	123.6	122.3	99.70
June†	123.9	122.7	95.99	126.2	121.7	99.24

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1966	May 1966	June 1965	June 1966	May 1966	June 1965
	(1961=100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	123.8	116.5	116.2	79.24	79.25	73.90
Newfoundland	136.4	123.5	127.7	85.19	85.63	79.57
Prince Edward Island	135.3	134.1	117.1	65.84	63.32	60.81
Nova Scotia	116.5	113.4	111.5	77.45	77.25	72.66
New Brunswick	123.5	114.0	114.5	78.42	78.94	72.57
Quebec	121.0	117.6	115.1	94.44	94.56	87.97
Ontario	126.6	123.5	118.3	98.99	98.91	94.79
Prairie Region	119.0	115.1	112.8	90.13	89.27	85.96
Manitoba	113.4	110.3	108.9	84.75	84.38	82.58
Saskatchewan	120.2	117.0	113.7	89.33	87.91	85.11
Alberta	123.3	118.5	115.7	94.68	93.72	89.02
British Columbia	127.7	125.1	121.5	107.09	107.79	100.92
CANADA	123.9	120.3	116.7	95.99	95.99	90.88
URBAN AREA						
St. John's	145.1	139.4	134.2	78.41	76.17	71.43
Halifax	112.9	112.5	107.3	79.60	79.88	75.60
Sydney	104.1	101.8	102.1	91.28	90.98	84.59
Moncton	114.0	110.7	111.0	74.71	73.60	71.58
Saint John	112.0	109.4	102.3	78.78	79.66	76.54
Chicoutimi	113.5	110.7	105.2	114.34	112.33	107.09
Montreal	123.1	120.7	114.6	95.81	96.28	89.45
Quebec	117.7	113.9	116.1	82.03	82.40	77.63
Shawinigan	112.9	109.9	110.9	101.63	105.06	94.05
Sherbrooke	111.3	110.6	115.1	81.04	82.65	75.74
Trois-Rivières	121.7	114.1	117.0	92.01	90.85	84.14
Ottawa-Hull	120.2	117.0	114.5	89.34	88.77	84.80
Belleville	118.9	114.9	109.6	84.67	85.02	80.76
Brampton	226.1	223.9	205.6	98.26	99.56	94.51
Brantford	135.0	131.9	127.2	92.13	91.67	88.86
Fort William-Port Arthur	130.8	127.2	121.9	101.49	102.64	88.68
Guelph	134.9	131.3	125.4	88.94	88.51	85.75
Hamilton	125.4	123.6	120.7	103.57	104.36	100.02
Kingston	130.7	129.5	125.3	93.98	92.67	90.46
Kitchener	143.4	139.9	129.5	88.31	86.95	84.50
London	127.4	123.9	123.1	92.28	90.53	86.66
Niagara Falls	118.2	115.0	117.6	93.49	94.30	91.50
Oshawa	149.6	156.3	152.1	111.75	113.33	115.06
Peterborough	137.4	133.1	124.9	102.29	103.73	98.53
Sarnia	129.6	126.7	113.4	127.40	126.49	118.45
Sault Ste. Marie	122.8	119.0	117.4	114.86	116.34	110.75
Sudbury	106.6	104.7	102.3	104.71	104.70	100.35
St. Catharines	141.0	137.2	133.3	105.82	107.09	105.34
Timmins	102.1	100.2	95.7	102.02	101.70	81.22
Toronto	127.1	124.3	116.3	99.56	99.27	95.14
Welland	116.7	113.5	109.8	115.00	115.10	108.96
Windsor	152.5	151.3	138.0	108.92	112.24	111.55
Winnipeg	116.1	113.4	109.4	80.79	80.66	79.44
Regina	120.1	116.6	119.8	87.70	87.11	83.02
Saskatoon	127.9	125.5	117.4	81.42	80.17	78.87
Edmonton	128.2	125.2	119.8	89.74	88.52	84.40
Vancouver	125.9	124.0	120.0	103.52	103.75	97.70
Victoria	121.9	119.6	121.5	90.85	91.23	89.57

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3 (Formerly C-2a)—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
						(000's)					
CANADA											
June 1966*	82.5	122.6	1,657.9	844.1	813.7	411.1	658.2	920.0	245.7	565.0	4,662.9
May 1966†	66.1	118.2	1,620.8	821.9	799.0	387.3	635.9	904.8	243.1	539.5	4,515.6
June 1965	81.6	119.1	1,566.6	805.8	760.8	385.7	637.3	872.4	234.7	517.6	4,415.7
NEWFOUNDLAND											
June 1966*	4.1	6.8	14.2	11.9	2.3	12.4	15.1	16.2	1.6	6.0	76.3
May 1966†	1.9	6.6	12.5	10.5	2.0	10.9	14.5	15.9	1.6	5.8	69.7
June 1965	3.6	6.1	14.2	11.8	2.4	9.8	15.3	15.5	1.4	5.5	71.3
PRINCE EDWARD ISLAND											
June 1966*	0.3	—	3.0	2.4	0.6	2.2	2.7	3.9	0.6	2.0	14.7
May 1966†	0.1	—	3.2	2.7	0.5	1.9	2.8	3.8	0.6	1.7	14.2
June 1965	0.3	—	2.8	2.2	0.5	1.7	2.1	3.9	0.6	1.9	13.4
NOVA SCOTIA											
June 1966*	2.9	7.7	35.7	18.8	16.9	14.1	23.3	27.7	5.8	13.1	130.3
May 1966†	2.4	7.7	34.1	17.5	16.5	13.5	22.7	27.4	5.7	12.2	125.7
June 1965	3.0	8.1	34.8	18.5	16.4	12.5	22.5	27.4	5.6	12.7	126.6
NEW BRUNSWICK											
June 1966*	10.2	2.7	28.1	18.6	9.5	12.4	22.9	22.9	4.0	10.1	113.3
May 1966†	5.9	2.6	27.0	17.9	9.1	11.9	21.2	22.4	4.0	9.4	104.4
June 1965	9.1	2.4	26.6	17.7	8.9	12.0	21.0	22.0	4.0	8.5	105.7
QUEBEC											
June 1966*	26.4	28.2	509.9	312.7	197.2	114.0	177.0	234.7	69.9	147.9	1,308.0
May 1966†	20.1	26.8	500.7	307.9	192.8	110.5	168.1	232.0	69.4	143.8	1,271.5
June 1965	26.7	27.3	487.6	303.9	183.6	109.3	170.7	223.2	68.4	137.2	1,250.4
ONTARIO											
June 1966*	13.3	35.0	824.9	363.8	461.0	149.5	219.2	361.2	107.1	229.8	1,939.9
May 1966†	11.1	34.6	808.3	353.2	455.1	139.4	213.3	354.2	105.4	216.4	1,882.7
June 1965	12.8	35.8	770.5	340.6	430.0	140.4	210.5	342.9	100.9	210.2	1,824.3
MANITOBA											
June 1966*	1.5	5.6	48.0	28.5	19.4	15.4	46.6	50.9	11.8	27.7	207.6
May 1966†	1.5	5.3	46.3	27.4	18.9	13.3	45.8	50.1	11.7	27.1	201.2
June 1965	1.7	5.6	46.6	27.8	18.7	15.2	47.2	47.0	11.6	25.3	200.2
SASKATCHEWAN											
June 1966*	0.2	5.3	15.4	10.1	5.4	17.3	28.0	37.0	7.8	17.2	128.3
May 1966†	0.2	5.2	15.1	9.7	5.3	16.0	26.9	36.4	7.6	16.9	124.3
June 1965	0.1	5.0	15.3	9.8	5.5	14.7	27.1	34.9	7.4	15.2	119.6
ALBERTA											
June 1966*	3.6	18.5	49.0	26.5	22.6	36.0	49.4	73.8	14.2	45.8	290.3
May 1966†	2.6	17.4	47.9	26.1	21.8	33.5	48.5	72.3	14.0	42.3	278.4
June 1965	2.6	17.2	46.1	25.5	20.5	34.7	48.9	68.1	13.6	41.6	272.7
BRITISH COLUMBIA											
June 1966*	20.0	10.7	129.6	50.8	78.8	37.4	72.4	91.2	23.0	64.4	448.7
May 1966†	20.1	10.0	125.8	48.9	76.9	36.0	70.9	90.0	23.2	62.7	438.7
June 1965	21.6	9.5	122.2	48.0	74.2	34.9	70.6	87.2	21.6	58.6	426.3

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4 (Formerly C-3)—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	June 1966	*May 1966*	*June 1965*	*June 1966*	*May 1966*	*June 1965*
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	112.0	107.8	108.7	117.20	117.60	110.93
Metals	109.0	106.1	106.9	116.84	117.96	111.78
Mineral fuels	102.6	100.9	102.6	123.48	123.16	114.13
Non-metals except fuels	118.1	111.9	114.3	107.89	107.88	101.92
Quarries and sand pits	138.6	128.7	133.1	102.69	104.13	94.90
Services incidental to mining	134.9	120.8	117.6	125.21	122.50	118.17
MANUFACTURING	126.2	123.6	119.2	99.24	99.70	94.66
Durable goods	138.0	135.9	128.3	106.37	107.16	103.01
Non-durable goods	116.9	113.8	111.9	92.49	92.55	86.99
Food and beverages	115.5	109.6	111.7	87.53	87.37	82.77
Foods	115.5	109.6	112.1	84.02	84.06	79.85
Beverages	115.4	110.0	109.2	109.44	107.90	101.44
Tobacco processing and products	91.6	90.6	93.1	103.11	102.69	95.96
Rubber products	124.9	123.8	111.9	101.03	102.79	94.47
Leather products	105.5	103.1	99.7	65.15	65.90	61.38
Textile products	116.2	115.3	119.8	81.42	81.25	77.17
Knitting mills	119.9	116.9	111.0	61.48	62.29	59.16
Clothing	115.0	113.5	111.6	59.29	60.13	56.18
Wood products	117.8	114.6	116.9	84.56	86.94	82.85
Furniture and fixtures	134.5	131.1	123.8	79.90	80.29	76.40
Paper and allied industries	121.2	117.7	112.1	118.84	117.81	108.88
Printing, publishing and allied industries	112.2	110.5	106.3	106.38	106.55	102.68
Primary metal industries	128.6	126.9	119.9	119.99	120.90	115.25
Metal fabricating industries	139.4	137.1	127.6	105.17	105.00	100.55
Machinery, except electrical	149.5	147.3	138.7	112.67	112.40	107.21
Transportation equipment	153.4	154.3	141.1	115.09	116.16	117.11
Electrical products	142.6	139.5	129.3	102.98	103.90	97.93
Non-metallic mineral products	132.3	128.2	125.4	106.22	105.86	99.68
Petroleum and coal products	102.8	100.8	105.0	147.06	148.73	132.31
Chemicals and chemical products	120.1	118.9	113.9	113.88	113.64	108.46
Miscellaneous manufacturing industries	133.1	129.5	123.3	85.79	86.31	82.41
CONSTRUCTION	142.5	135.2	128.6	119.22	120.14	106.31
Building	137.2	131.3	125.9	114.69	116.57	102.64
Engineering	152.7	142.7	134.0	127.02	126.43	113.04
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.5	106.0	106.1	103.85	103.44	98.02
Transportation	106.1	101.7	104.0	102.73	102.34	97.54
Storage	116.6	113.2	108.2	93.16	93.11	86.03
Communication	117.7	116.6	109.3	100.42	100.62	93.58
TRADE	123.1	121.0	114.0	77.47	76.72	74.24
Wholesale trade	118.8	116.1	111.5	95.54	95.28	90.99
Retail trade	125.6	123.9	115.3	67.52	66.61	65.25
FINANCE, INSURANCE AND REAL ESTATE	120.6	119.3	116.1	93.47	92.93	88.72
Financial institutions	124.6	122.9	119.4	90.52	89.72	85.14
Insurance and real estate	115.1	114.1	111.6	97.98	97.79	94.08
SERVICE	142.7	137.9	130.3	69.85	69.29	65.94
Recreational services	136.4	130.1	130.9	60.84	60.53	58.81
Business services	159.5	155.0	138.1	107.83	105.64	100.84
Personal services	134.6	129.6	125.5	52.77	52.66	49.98
Miscellaneous services	153.1	150.1	136.6	75.64	75.21	75.11
Services to buildings and dwellings	186.8	187.8	173.7	51.41	50.46	51.38
INDUSTRIAL COMPOSITE	123.9	120.3	116.7	95.99	95.99	90.88

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1966	May 1966	June 1965	June 1966	May 1966	June 1965	June 1966	May 1966	June 1965
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.0	42.0	43.0	2.58	2.58	2.41	108.40	108.45	103.63
Metals	41.3	41.4	42.4	2.68	2.70	2.52	110.68	111.55	106.67
Mineral fuels	42.4	42.7	42.3	2.25	2.25	2.15	95.34	96.12	90.89
Non-metals, except fuels	42.1	41.4	43.2	2.45	2.47	2.28	103.01	101.95	98.71
Quarries and sand pits	49.0	49.0	48.4	2.06	2.06	1.91	100.89	100.98	92.65
Services incidental to mining	42.9	42.7	45.7	2.85	2.76	2.51	122.28	117.75	114.56
MANUFACTURING	40.7	40.9	41.2	2.23	2.23	2.11	90.86	91.37	86.87
Durable goods	41.0	41.4	42.0	2.41	2.41	2.29	98.71	99.73	96.29
Non-durable goods	40.4	40.4	40.5	2.05	2.05	1.92	82.88	82.76	77.55
Food and beverages	41.3	40.9	41.2	1.92	1.93	1.82	79.39	78.94	75.04
Foods	41.1	40.7	41.0	1.86	1.87	1.77	76.18	76.07	72.46
Beverages	43.2	41.9	42.5	2.41	2.41	2.24	104.18	100.80	95.03
Tobacco processing and products	37.8	37.5	37.7	2.50	2.51	2.35	94.41	94.05	88.74
Rubber products	40.7	41.8	40.7	2.32	2.32	2.09	94.39	96.76	85.03
Leather products	38.6	39.3	38.7	1.54	1.53	1.45	59.32	60.14	56.12
Textile products	41.5	41.8	42.1	1.72	1.71	1.63	71.41	71.34	68.72
Miscellaneous textiles	39.8	39.8	41.0	1.55	1.57	1.44	61.72	62.36	58.91
Knitting mills	40.1	40.4	41.3	1.37	1.37	1.29	54.86	55.28	53.42
Clothing	36.3	37.1	36.3	1.47	1.46	1.39	53.29	54.16	50.46
Wood products	39.1	40.1	41.1	2.05	2.07	1.92	80.32	82.93	79.01
Furniture and fixtures	41.3	41.7	42.1	1.79	1.78	1.68	73.86	74.19	70.79
Paper and allied industries	42.1	41.7	42.1	2.67	2.66	2.41	112.31	110.96	101.49
Pulp and paper mills	42.4	42.0	42.1	2.92	2.91	2.60	123.51	122.13	109.37
Printing, publishing and allied-industries	39.0	39.0	39.4	2.71	2.72	2.58	105.66	105.83	101.74
Primary metal industries	40.9	41.5	41.3	2.75	2.75	2.65	112.69	114.02	109.28
Iron and steel mills	40.7	41.9	40.5	2.93	2.93	2.81	119.35	122.72	113.78
Metal fabricating-industries	41.8	41.9	42.4	2.37	2.36	2.23	99.10	99.11	94.70
Machinery, except electrical	41.8	41.9	42.2	2.53	2.51	2.40	105.69	105.44	100.97
Transportation equipment	40.2	40.9	43.0	2.65	2.64	2.59	106.59	107.97	111.22
Aircraft and parts	41.7	41.5	41.1	2.58	2.56	2.40	107.37	106.14	98.51
Motor vehicles	39.3	40.5	44.1	2.74	2.73	2.69	107.62	110.68	118.61
Assembling	39.3	40.6	44.8	2.91	2.88	2.84	114.42	117.20	127.04
Parts and accessories	39.2	40.5	43.6	2.64	2.64	2.61	103.30	106.68	113.74
Shipbuilding and repairing	41.4	41.1	41.2	2.56	2.56	2.47	105.96	105.12	101.75
Electrical products	40.9	41.2	40.7	2.21	2.22	2.10	90.45	91.36	85.40
Communications equipment	40.1	40.9	38.7	2.09	2.11	1.93	83.90	86.31	74.74
Non-metallic mineral products	43.9	43.6	43.5	2.30	2.31	2.15	101.04	100.60	93.42
Petroleum and coal products	43.1	44.0	42.3	3.16	3.18	2.90	136.44	140.28	122.61
Chemical and chemical products	41.8	41.4	41.5	2.41	2.40	2.31	101.00	99.41	95.99
Miscellaneous manufacturing industries	40.5	40.5	41.2	1.81	1.82	1.71	73.36	73.67	70.42
CONSTRUCTION	42.5	42.5	41.9	2.74	2.77	2.47	116.57	117.71	103.47
Building	39.8	40.2	38.7	2.80	2.82	2.57	111.25	113.62	99.52
General contractors	40.1	40.5	38.5	2.69	2.71	2.44	107.68	109.60	94.01
Special trade contractors	39.5	39.9	38.9	2.91	2.95	2.70	114.91	117.61	105.13
Engineering	47.3	46.5	48.0	2.66	2.69	2.31	125.84	125.06	110.99
Highways, bridges and streets	48.2	46.7	48.7	2.23	2.26	2.02	107.66	105.59	98.35
Other engineering	46.5	46.1	47.1	3.05	3.06	2.67	142.00	141.42	125.81
OTHER INDUSTRIES									
Urban transit	42.7	42.3	42.3	2.59	2.58	2.37	110.69	109.06	100.01
Highway and bridge maintenance	41.2	39.5	41.5	1.93	1.97	1.88	79.61	77.80	77.84
Laundries, cleaners and pressers	39.1	39.1	39.2	1.30	1.30	1.24	50.78	50.80	48.66
Hotels, restaurants and taverns	35.4	34.8	36.4	1.30	1.31	1.20	45.84	45.53	43.86

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average:					
1961	40.6	1.83	74.45	100.0	100.0
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.89	116.7	108.0
Last Period in:					
1965—June	41.2	2.11	86.87	116.7	108.1
July	40.8	2.09	85.38	114.7	106.3
August	41.1	2.09	86.10	115.6	107.4
September	41.4	2.13	88.08	118.3	109.7
October	41.6	2.15	89.53	120.3	110.8
November	41.5	2.16	89.81	120.6	110.7
December	39.7	2.18	86.40	116.1	106.3
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May*	40.9	2.23	91.37	122.7	110.3
June†	40.7	2.23	90.86	122.0	109.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7 (Formerly C-4)—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	June 1966	May 1966	June 1965	June 1966	May 1966	June 1965
				$	$	$
Newfoundland	45.0	43.2	45.9	1.78	1.83	1.52
Nova Scotia	41.3	41.5	41.3	1.82	1.81	1.72
New Brunswick	42.4	42.3	42.5	1.80	1.81	1.66
Quebec	41.4	42.0	41.4	2.02	2.01	1.88
Ontario	40.7	40.8	41.5	2.35	2.36	2.24
Manitoba	40.1	40.2	40.6	1.95	1.93	1.84
Saskatchewan	39.9	39.4	40.4	2.27	2.29	2.15
Alberta (includes Northwest Territories)	40.4	39.7	40.3	2.26	2.26	2.15
British Columbia (includes Yukon Territory)	37.1	37.7	38.1	2.75	2.75	2.60

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D–Manpower Division

Statistics presented in the following tables relate to registrations for employment and vacancies received from employers at Canada Manpower Centres (formerly NES offices). These data are derived from reports prepared in the Department of Manpower and Immigration, and processed in the Unemployment Insurance, Pensions and Manpower Section, Dominion Bureau of Statistics. Data are not comparable with previously published reports. See also Technical Note, Page 80, January issue.

TABLE D-1—Vacancies and Registrations on File

Period	Vacancies†			Registrations on File		
	Male	Female	Total	Male	Female	Total
End of:						
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
December 1965	30,037	20,866	50,903	316,440	125,750	442,190
January 1966	26,286	17,524	43,810	404,298	147,105	551,403
February 1966	26,192	18,699	44,891	414,592	149,214	563,806
March 1966	31,242	22,574	53,816	404,530	144,067	548,597
April 1966	39,156	26,386	65,542	356,280	138,646	494,926
May 1966	41,745	27,907	69,652	261,325	126,589	387,914
June 1966	40,805	26,173	66,978	233,965	146,798	380,763
July 1966	42,520	24,175	66,695	221,599	140,563	362,162
August 1966	43,369	30,533	73,902	187,687	118,243	305,930
September 1966	46,379	28,793	75,172	173,431	121,251	294,682
October 1966	39,057	24,625	63,682	179,051	120,962	300,013
November 1966*	36,415	25,759	62,174	213,383	119,800	333,183

*Latest figures subject to revision. †Current vacancies only. Deferred vacancies are excluded. SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-2—Registrations and Vacancies Received, by Year 1962 to 1965 and by Month, November 1965 to November 1966

Year and Month	Registrations Received		Vacancies Received	
	Male	Female	Male	Female
1962—Year	3,177,423	1,171,111	1,010,365	544,795
1963—Year	2,912,511	1,130,539	938,052	507,910
1964—Year	2,894,099	1,170,889	1,030,199	530,575
1965—Year	2,741,172	1,165,713	1,088,752	545,951
1965—November	276,347	113,148	116,125	47,977
1965—December	303,524	102,536	72,004	45,614
1966—January	287,740	98,603	72,912	34,959
February	202,400	80,555	63,000	33,825
March	217,568	86,042	82,965	43,859
April	188,255	80,682	84,319	39,441
May	199,618	93,554	97,520	46,202
June	222,671	116,136	95,402	50,498
July	216,035	108,399	85,147	48,433
August	208,409	101,591	102,760	58,267
September	191,387	102,118	105,486	50,829
October	182,976†	92,018†	82,021	38,984
November*	231,319	109,561	79,401	44,348

*Preliminary. †Revised. SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-3* (Formerly D-4)—Registrations on File, by Occupation and by Sex, at November 30, 1966 (Preliminary)

Occupational group	*Registrations on File*		
	Male	*Female*	*Total*
Professional and managerial workers	8,793	2,746	11,539
Clerical workers	16,047	47,445	63,492
Sales workers	6,306	12,414	18,720
Personal and domestic service workers	27,170	22,673	49,843
Seamen	661	—	661
Agriculture, fishing, forestry (ex. log.)	4,342	246	4,588
Skilled and semi-skilled workers	79,659	13,406	93,065
Food and kindred products (incl. tobacco)	674	326	1,000
Textiles, clothing, etc.	1,288	8,072	9,360
Lumber and lumber products	4,784	69	4,853
Pulp, paper (incl. printing)	656	243	899
Leather and leather products	517	679	1,196
Stone, clay and glass products	221	21	242
Metalworking	7,996	689	8,685
Electrical	991	830	1,821
Transportation equipment	477	218	695
Mining	777	—	777
Construction	22,107	4	22,111
Transportation (except seamen)	14,725	109	14,834
Communications and public utility	436	8	444
Trade and service	3,190	1,297	4,487
Other skilled and semi-skilled	14,039	613	14,652
Foremen	1,816	208	2,024
Apprentices	4,965	20	4,985
Unskilled workers	70,405	20,870	91,275
Food and tobacco	1,573	3,223	4,796
Lumber and lumber products	6,337	352	6,689
Metalworking	3,390	493	3,883
Construction	33,626	2	33,628
Other-unskilled workers	25,479	16,800	42,279
GRAND TOTAL	213,383	119,800	333,183

*The former Table D-3 has been discontinued because a review has shown that placement statistics do not necessarily reflect changes in total labour demand or employment.

SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-4 (Formerly D-5)—Registrations on File, by Area, at November 30, 1966

Area	*Registrations on File*	
	* *Nov. 30, 1966*	*Previous Year Nov. 30, 1965*
NEWFOUNDLAND	6,370	9,064
Corner Brook	2,036	1,882
Grand Falls	575	885
St. John's	3,759	6,297
PRINCE EDWARD ISLAND	1,443	1,970
Charlottetown	898	1,269
Summerside	545	701
NOVA SCOTIA	15,658	13,679
Amherst	567	557
Bridgewater	569	753
Halifax	5,534	4,189
Inverness	208	210
Kentville	1,089	992
Liverpool	289	305
New Glasgow	1,299	1,358
Springhill	445	471
Sydney	2,623	2,231
Sydney Mines	454	544
Truro	1,594	1,027
Yarmouth	987	1,042
NEW BRUNSWICK	11,738	13,944
Bathurst	2,204	2,291
Campbellton	873	1,095
Edmundston	594	809
Fredericton	744	894
Minto	19	203
Moncton	2,686	3,309
Newcastle	1,242	1,433
Saint John	2,337	2,112
St. Stephen	530	1,058
Sussex	211	276
Woodstock	298	464
QUEBEC	110,239	113,261
Alma	1,315	975
Asbestos	481	490
Baie Comeau	964	878
Beauharnois	621	592
Buckingham	407	617
Causapscal	638	1,211
Chandler	1,007	1,131
Chicoutimi	1,489	1,625
Cowansville	332	328
Dolbeau	1,059	941

TABLE D-4 (Formerly D-5)—Registrations on File, by Area, at November 30, 1966 (Concluded)

Area	Registrations on File * Nov. 30, 1966	Registrations on File Previous Year Nov. 30, 1965
Drummondville	1,819	1,884
Farnham	300	287
Forestville	662	601
Gaspé	692	894
Granby	1,197	1,339
Hull	2,619	3,286
Joliette	1,685	2,440
Jonquière	1,859	1,546
Lachute	488	481
Lac-Mégantic	606	885
La Malbaie	1,148	963
La Tuque	526	512
Lévis	2,013	2,303
Louiseville	547	624
Magog	501	642
Maniwaki	509	588
Matane	954	1,088
Mont-Laurier	412	616
Montmagny	879	1,056
Montréal	38,809	35,934
New Richmond	721	967
Port Alfred	456	417
Québec	9,632	9,797
Rimouski	1,997	1,733
Rivière-du-Loup	2,136	3,806
Roberval	1,048	796
Rouyn	1,641	1,358
St. Agathe des Monts	491	569
St. Anne de Bellevue	709	741
Ste. Thérèse	2,034	1,453
St. Hyacinthe	1,189	1,246
St. Jean	1,314	1,582
St. Jérôme	2,159	1,491
Sept-Îles	863	1,389
Shawinigan	2,934	2,770
Sherbrooke	3,737	3,792
Sorel	998	1,388
Thetford Mines	2,292	1,046
Trois-Rivières	2,443	3,036
Val-d'Or	977	1,187
Valleyfield	1,894	908
Victoriaville	948	1,457
Ville St. Georges	1,088	3,575
ONTARIO	104,131	100,779
Arnprior	191	167
Barrie	1,050	1,020
Belleville	1,224	1,099
Bracebridge	639	663
Brampton	942	946
Brantford	1,479	1,871
Brockville	368	297
Carleton Place	223	209
Chatham	1,135	963
Cobourg	636	552
Collingwood	362	575
Cornwall	1,487	1,654
Elliot Lake	259	195
Fort Erie	569	534
Fort Frances	388	428
Fort William	951	957
Galt	891	785
Gananoque	259	240
Goderich	281	259
Guelph	1,062	1,065
Hamilton	9,838	7,664
Hawkesbury	498	610
Kapuskasing	417	551
Kenora	680	804
Kingston	1,708	1,317
Kirkland Lake	526	612
Kitchener	1,139	1,276
Leamington	344	314
Lindsay	532	362
Listowel	118	88
London	3,828	3,847
Long Branch	2,413	2,089
Midland	484	493
Napanee	359	394
New Liskeard	359	272
Newmarket	891	662
Niagara Falls	1,855	1,854
North Bay	854	992
Oakville	767	661
Orillia	739	669
Oshawa	4,609	3,935
Ottawa	5,156	4,847
Owen Sound	841	808
Parry Sound	164	174
Pembroke	897	905
Perth	312	330
Peterborough	1,404	1,768
Picton	255	232
Port Arthur	1,309	1,267
Port Colborne	323	455
Prescott	295	376
Renfrew	309	265
St. Catharines	3,517	2,387
St. Thomas	373	523
Sarnia	1,513	1,454
Sault Ste. Marie	1,837	1,572
Simcoe	404	358
Smiths Falls	274	341
Stratford	435	242
Sturgeon Falls	131	469
Sudbury	1,776	2,279
Tillsonburg	83	196
Timmins	1,481	1,048
Toronto	23,555	25,970
Trenton	607	572
Walkerton	301	294
Wallaceburg	461	262
Welland	1,247	1,209
Weston	2,446	1,790
Windsor	4,629	4,093
Woodstock	442	348
MANITOBA	11,012	13,464
Brandon	920	1,052
Dauphin	318	674
Flin Flon	166	180
Portage la Prairie	435	546
The Pas	170	280
Winnipeg	9,003	10,732
SASKATCHEWAN	8,842	10,073
Estevan	171	137
Lloydminster	128	170
Moose Jaw	695	795
North Battleford	593	676
Prince Albert	869	1,390
Regina	2,866	2,689
Saskatoon	2,156	2,532
Swift Current	335	520
Weyburn	182	198
Yorkton	847	966
ALBERTA	16,895	17,314
Blairmore	72	205
Calgary	5,571	6,229
Drumheller	243	280
Edmonton	7,401	6,688
Edson	227	193
Grande Prairie	716	612
Lethbridge	1,198	1,523
Medicine Hat	586	767
Red Deer	881	817
BRITISH COLUMBIA	46,855	43,344
Abbotsford	799	728
Chilliwack	956	1,008
Courtenay	815	634
Cranbrook	866	574
Dawson Creek	808	799
Duncan	486	375
Kamloops	1,636	1,371
Kelowna	1,024	744
Nanaimo	1,098	740
Nelson	430	473
New Westminster	6,957	6,169
Penticton	902	1,070
Port Alberni	606	514
Prince George	1,993	1,683
Prince Rupert	1,023	1,107
Quesnel	696	476
Trail	502	547
Vancouver	20,019	18,997
Vernon	1,322	1,050
Victoria	3,717	3,926
Whitehorse	200	359
CANADA	333,183	336,892
Males	213,383	218,819
Females	119,800	118,073

*Preliminary.

SOURCE: Manpower Division, Department of Manpower and Immigration.

E–Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Pensions Section, Labour Division, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act.* For further information regarding the nature of the data see Technical Note, page 48, January issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1966—September	4,405,000	4,240,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000
February	4,506,000	3,975,500	530,500
January	4,482,000	3,970,200	511,800
1965—December	4,444,000	4,026,000	418,000
November	4,365,000	4,120,400	244,600
October	4,286,000	4,115,600	170,400
September	4,287,000	4,129,700	157,300

TABLE E-4—Benefit Payments, by Province, October 1966

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	17,655	438,988
Prince Edward Island	2,185	47,802
Nova Scotia	27,502	616,660
New Brunswick	25,590	593,766
Quebec	161,900	3,793,380
Ontario	172,701	4,176,729
Manitoba	12,802	284,118
Saskatchewan	8,315	180,865
Alberta	19,358	432,154
British Columbia and Yukon Territory	69,844	1,771,541
Total, Canada, October 1966	517,852	12,336,003
Total, Canada, September 1966	512,608	12,264,891
Total, Canada, October 1965	431,282	10,223,036

*Weeks Paid represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, October 1966

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	2,871	2,049	822	2,532	1,792	740	1,087
Prince Edward Island	290	210	80	294	212	82	75
Nova Scotia	3,682	2,479	1,203	3,302	2,223	1,079	1,313
New Brunswick	4,098	2,624	1,474	3,767	2,751	1,016	1,374
Quebec	28,109	18,934	9,175	24,600	16,376	8,224	10,833
Ontario	25,067	17,888	7,179	23,298	15,126	8,172	9,108
Manitoba	1,907	1,462	445	1,662	1,014	648	663
Saskatchewan	1,341	1,073	268	1,164	671	493	448
Alberta	3,249	2,481	768	2,864	1,693	1,171	1,136
British Columbia	15,550	10,933	4,617	13,852	9,263	4,589	6,221
Total, Canada, October 1966	86,164	60,133	26,031	77,335	51,121	26,214	32,258
Total, Canada, September 1966	72,968	51,672	21,296	80,181	50,755	29,426	23,429
Total, Canada, October 1965	83,126	56,692	26,434	79,874	51,443	28,431	30,389

*In addition, revised claims received numbered 23,227. †In addition, 23,536 revised claims were disposed of. Of these, 2,227 were special requests not granted and 1,259 were appeals by claimants. There were 5,436 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 31, 1966

Province and Sex	Total claimants	Number of weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1–4	5–13	14–26	27 or more*	Sept. 30, 1966	Oct. 29, 1965
CANADA	184,302	92,178	42,056	31,326	18,742	164,877	170,408
Male	107,716	59,274	22,908	15,598	9,936	95,292	98,384
Female	76,586	32,904	19,148	15,728	8,806	69,585	72,024
NEWFOUNDLAND	6,645	3,215	1,335	1,539	556	5,171	4,533
Male	5,200	2,695	1,039	1,144	322	3,846	3,366
Female	1,445	520	296	395	234	1,325	1,167
PRINCE EDWARD ISLAND	695	313	231	104	47	645	627
Male	407	201	146	45	15	385	318
Female	288	112	85	59	32	260	309
NOVA SCOTIA	9,427	4,165	2,059	1,728	1,475	8,676	8,475
Male	6,598	3,127	1,372	1,111	988	5,952	5,841
Female	2,829	1,038	687	617	487	2,724	2,634
NEW BRUNSWICK	9,339	4,483	2,394	1,610	852	7,769	7,449
Male	6,334	3,069	1,632	1,131	502	5,299	4,735
Female	3,005	1,414	762	479	350	2,470	2,714
QUEBEC	58,506	30,480	13,198	9,694	5,134	50,436	57,705
Male	35,228	20,481	7,328	4,624	2,795	30,080	36,963
Female	23,278	9,999	5,870	5,070	2,339	20,356	20,742
ONTARIO	56,201	25,783	13,255	10,423	6,740	56,300	54,441
Male	28,054	13,717	6,274	4,701	3,362	29,249	27,059
Female	28,147	12,066	6,981	5,722	3,378	27,051	27,382
MANITOBA	5,094	2,438	1,177	866	613	4,247	5,813
Male	2,481	1,230	508	394	349	1,907	3,099
Female	2,613	1,208	669	472	264	2,340	2,714
SASKATCHEWAN	3,244	1,470	704	606	464	2,805	3,489
Male	1,436	808	250	202	176	1,085	1,450
Female	1,808	662	454	404	288	1,720	2,039
ALBERTA	6,970	3,459	1,682	1,076	753	6,012	7,015
Male	3,274	1,797	675	432	370	2,731	3,218
Female	3,696	1,662	1,007	644	383	3,281	3,797
BRITISH COLUMBIA	28,181	16,372	6,021	3,680	2,108	22,816	20,861
Male	18,704	12,149	3,684	1,814	1,057	14,758	12,335
Female	9,477	4,223	2,337	1,866	1,051	8,058	8,526

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

F–Prices

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949 = 100)				
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1965—December	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5

NOTE: 1957 weighted.
Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of November 1966

	All-Items									
	November 1965	*October 1966*	*November 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	123.5	126.5	127.3	125.7	120.0	123.0	122.0	169.6	149.7	117.9
Halifax	135.3	139.0	139.2	138.2	138.1	138.0	139.3	180.7	177.8	128.1
Saint John	137.6	141.7	141.5	141.4	136.4	135.4	148.0	209.8	165.6	128.8
Montreal	139.4	142.6	143.6	149.9	139.5	120.8	167.8	192.5	162.2	129.6
Ottawa	140.2	144.9	145.5	146.9	140.7	136.1	166.4	192.0	156.7	134.5
Toronto	142.1	148.1	148.1	144.5	148.3	138.3	151.2	182.2	200.8	131.5
Winnipeg	136.5	140.6	140.7	143.4	132.2	136.4	141.4	196.2	152.8	140.2
Saskatoon-Regina	132.8	136.9	137.1	142.7	130.8	140.4	138.1	160.1	154.3	126.8
Edmonton-Calgary	131.5	136.2	136.5	136.4	131.1	138.7	136.4	189.2	153.9	122.2
Vancouver	135.7	140.0	139.5	139.2	138.1	131.2	152.6	163.8	157.6	125.3

*St. John's index on the base June 1951 = 100. NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G–Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days.

The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For Technical Note, see page 109.

TABLE G-1—Strikes and Lockouts, 1961-66

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961	272	28,	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
*1965	452	476	171,858	2,323,750	0.17
*1965—November	29	78	11,387	107,760	0.08
December	21	58	9,185	86,460	0.07
*1966—January	32	66	15,878	139,450	0.12
February	33	76	18,403	237,920	0.21
March	54	90	30,079	354,250	0.27
April	64	108	50,838	441,130	0.38
May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.15

*Preliminary.

TABLE G-2—Strikes and Lockouts, November 1966, by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	300	5,700
Mines	3	352	7,740
Manufacturing	43	7,230	103,710
Construction	17	3,823	9,430
Transpn. & utilities	9	10,442	86,180
Trade	2	22	140
Finance	—	—	—
Service	5	848	3,880
Public administration	2	5,316	5,410
ALL INDUSTRIES	82	28,333	222,190

TABLE G-3—Strikes and Lockouts, November 1966, by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	4	1,422	1,580
New Brunswick	3	791	4,960
Quebec	28	6,117	79,630
Ontario	34	9,783	52,350
Manitoba	1	40	40
Saskatchewan	1	55	770
Alberta	3	479	990
British Columbia	2	20	440
Federal	6	9,626	81,430
ALL JURISDICTIONS	82	28,333	222,190

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1966 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			November	*Accumulated*		
FORESTRY						
La Compagnie Price Ltée., Various locations, Quebec.	Forest Workers Farmers' Union (Ind.)	300	5,700	8,180	Oct. 17 Nov. 27	Wages, hours, statutory holidays, vacations—Wage increase; hours of work reduced from 54 to 50 per wk., other improved benefits.
MINES						
Metal						
Solbec Copper Mines Ltd., Stratford Centre, Cté. Wolfe, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	160	3,520	9,150	Sept. 9 —	Wages—
Nigadoo River Mines Ltd., Ste. Rosette, N.B.	Mine, Mill and Smelter Workers Loc. 1043 (Ind.)	176	3,870	4,670	Oct. 22 —	Wages in first agreement—
MANUFACTURING						
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL–CIO/CLC)	225	1,700	1,700	Nov. 21 —	Wages, union security, bonding of employees—
Wood						
Armstrong Cork Canada Ltd., Montreal, Que.	Chemical Workers (CNTU)	251	5,520	15,830	Sept. 13 —	Wages in a first agreement—
John Murdock & Fils Ltée., St. Félicien and Chicoutimi, Que.	Building & Wood Workers' Federation (CNTU)	111	450	2,040	Sept. 21 Nov. 8	Wages, hours, vacations, term of contract—15¢ an hr. increase immediately, 10¢ an hr. June 1, 1967, 15¢ Nov. 1, 1967, 15¢ June 1, 1968; reduction in weekly hours from 54 to 52, other improved benefits.
Commonwealth Plywood Co. Ltd., Ste-Thérèse, Que.	Upholsterers Loc. 188 (AFL–CIO/CLC)	165	660	2,150	Oct. 19 Nov. 7	Wages—15¢ an hr. increase immediately, 10¢ an hr. Sept. 1967, 10¢ Sept. 1968.
Paper						
Hinde & Dauch, Division Domtar Packaging Ltd., Montreal, Que.	Chemical Workers Loc. 314 (AFL–CIO/CLC)	245	5,570	5,830	Oct. 29 —	Wages—
La Cie Price Ltée., Jonquière, Que.	Pulp and Paper Workers' Federation (CNTU)	330	990	1,320	Oct. 31 Nov. 4	Alleged violation of an agreement clause over a promotion of one worker—Return of workers.
Domtar Pulp & Paper Windsor, Que.	Pulp and Paper Workers' Federation (CNTU)	101	400	500	Oct. 31 Nov. 7	Alleged violation of an agreement clause over a promotion of one worker—Return of workers.
Gulf Pulp & Paper Co., Clarke City, Cté. Saguenay, Que.	(CNTU)	223	1,340	1,340	Nov. 9 Nov. 17	Jurisdictional dispute between unions—Return of workers pending certification vote.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1966 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			November	*Accumulated*		
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL–CIO/CLC)	363	8,050	268,400	July 9, 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL–CIO/CLC)	498	9,460	57,890	June 15 Nov. 28	Wages, welfare benefits—Wage increase; 4 wks. vacation after 25 yrs., other benefits.
Dosco Steel Limited, Montreal, Que.	Steelworkers Loc. 2423 (AFL–CIO/CLC)	1,050	23,100	30,770	Oct. 21 —	Wages, change in working schedules
Metal Fabricating						
American Standard Products, Windsor, Ont.	Auto Workers Loc. 195 (AFL–CIO/CLC)	120	440	440	Nov. 2 Nov. 8	Suspension of one worker for cause —Return of workers.
Richards-Wilcox Co. Ltd., London, Ont.	Machinists Loc. 756 (AFL–CIO/CLC)	407	3,660	3,660	Nov. 18 —	Wages—
Transportation Equipment						
General Motors of Canada Ltd., Ste-Thérèse Ouest, Que.	Auto Workers Loc. 1163 (AFL–CIO/CLC)	591	7,680	36,380	Sept. 1 Nov. 21	Wages, working conditions in first agreement—Wage increases; other improved benefits.
Hawker-Siddeley Canada Limited, Trenton, N.S.	Steelworkers Loc. 1231 (AFL–CIO/CLC)	360	360	360	Nov. 2 Nov. 3	Disciplinary suspension of 53 workers due to alleged violation of contract—Return of workers.
Elec trical Products						
The Canadian Coleman Company Ltd., Toronto, Ont.	CLC-directly chartered	245	5,390	7,840	Oct. 18 —	Wages in new agreement—
Canadian Line Materials Ltd., Scarborough, Ont.	Steelworkers (AFL–CIO/CLC)	300	4,800	4,800	Nov. 9 —	Wages, hours—
Non-Metallic Mineral Products						
Iroquois Glass Industries Ltd., Candiac, Que.	Glass and Ceramic Workers Loc. 250 (AFL–CIO/CLC)	470	10,340	13,160	Oct. 22 —	Wages—
Miscellaneous Manufacturing						
International Tools Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL–CIO/CLC)	145	360	360	Nov. 18 Nov. 22	Wages, hours, in first agreement—Return of workers.
CONSTRUCTION						
Quigley Construction Company Ltd., Hamilton, Ont.	Teamsters Loc. 879 (Ind.)	120	2,640	6,240	Sept. 17 —	Wages, union security—
Canadian Bechtel Co., Temagami, Ont.	Plumbers Loc. 800 (AFL–CIO/CLC)	475	480	480	Nov. 5 Nov. 8	Job jurisdiction—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1966 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			November	*Accumulated*		
Poole Construction Company, Wabamun, Alta.	Various unions	325	650	650	Nov. 7 Nov. 9	Dismissal of one male nurse—Return of workers, when male nurse reinstated.
Mactaquac Constructors, Keswick, N.B.	Various unions	572	860	860	Nov. 8 Nov. 9	Dismissal of four workers for refusal to work overtime—Return of workers.
Foster Wheeler Ltd. Fort McMurray, Alta.	Boilermakers Loc. 146 (AFL–CIO/CLC)	125	250	250	Nov. 8 Nov. 10	Dismissal of one worker—Union persuaded men to return to work.
Several construction contractors, Abercrombie, Pictou Co., N.S.	Various unions	1,000	1,000	1,000	Nov. 10 Nov. 14	Jurisdictional dispute between unions—Return of workers.
Ralph M. Parsons Construction, Hoyle, Ont.	Plumbers Loc. 800 (AFL–CIO/CLC)	890	2,230	2,230	Nov. 28 —	Alleged breach of contract clauses re coffee break—
TRANSPN. & UTILITIES						
Transportation						
Taggart Services Co.,* Various locations in Ontario and Quebec	Teamsters various locals (Ind.)	182	4,000	15,230	Aug. 3 —	Signing of agreement—
Air Canada* Canada-wide	Machinists Locs. 714 & 1751 (AFL–CIO/CLC)	5,129	40,180	40,180	Nov. 14 Nov. 27	Wages—12% across the board Nov. 1, 1966, 5% Nov. 1, 1967, 3% July 1, 1968; 9 statutory holidays, 3 wks. vacation after 5 yrs., 4 wks. after 15 yrs., other improved benefits.
B.C. Maritime Employers Association,* various ports, B.C.	Longshoremen and Warehousemen, various locals (CLC)	4,180	36,900	36,900	Nov. 17 —	Union recognition—
Coastal Stevedoring Agencies Ltd.* Summerside, P.E.I.	Unorganized	100	100	100	Nov. 25 Nov. 26	Wages—Return of workers.
Power, Gas and Water						
Quebec Natural Gas Corporation, Montreal and area, Que.	Public Service Employees Federation (CNTU)	800	4,530	4,530	Nov. 21 —	Wages—
SERVICE						
Education						
Commission Scolaire Régionale de l'Yamaska, Yamaska and area, Que.	Association des Educateurs catholiques de St-Hyacinthe	700	3,150	3,150	Nov. 24 —	Wages, hours, working conditions—
PUBLIC ADMINISTRATION						
Local Administration						
Municipality of Metropolitan Toronto, Various locations in Metro Toronto.	Public Employees Locs. 43 & 79 (CLC)	5,266	5,360	5,360	Nov. 3 Nov. 7	Wages in new agreement—20¢ an hr. increase retroactive to Jan. 1, 1966, 15¢ an hr. Jan. 1, 1967; other benefits.

* Federal Jurisdiction

labour gazette

PERIODICALS READING ROOM
(Humanities and Social Sciences)

Canada Department of Labour/March 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-765.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1965. Price 75 cents, Cat. No. L2-15/1965.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

labour gazette

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Cover Photograph

Spring skiing in the Rocky Mountains. Near Kamloops in British Columbia, skiers pause during their downhill run to enjoy the view.
—NFB Photo

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Research in the Department of Labour

The Department is continuing its studies of collective bargaining, wage determination, labour standards and related areas, and their interaction with the industrial relations system in the attainment of economic and social objectives

In a paper presented at a meeting of the Canadian Industrial Relations Research Institute in Toronto last summer, Dr. George Saunders, Director of the Economics and Research Branch of the Department of Labour, gave an outline of the research work being done by his branch.

The speaker explained that in consequence of the re-organization of Government departments, the branch had lost almost half of its staff to the new Department of Manpower and Immigration (L.G., Jan.-Feb. 1966, p. 2); and as a result of this division, the work being done by the branch in the field of manpower research had been transferred to the new department. The Economics and Research Branch, which Mr. Saunders described as "the research arm of the federal Department of Labour," was, however, continuing and expanding its research work connected with industrial relations and labour standards, he said.

The branch had a permanent program of studies of wages, working conditions, union organization, collective bargaining and industrial disputes. The results of these studies were put at the disposal not only of the federal Government, but also of labour and management, international agencies, and the general public by means of regular reports issued by the branch in articles published in the LABOUR GAZETTE.

To perform these services, the activities of the branch were divided into three main functions: statistical, current analysis or information, and basic research.

To carry on this work, the branch had a staff of about 70, of whom more than 30 were professional or technical persons, and the remainder were engaged in clerical or stenographic work. Most of the professional persons were general economists or labour economists—including industrial relations specialists—and statisticians. The speaker went on to review the work of the branch in each of its three main functions.

Before describing the branch's work in basic research, on which he said he would place the main emphasis for the purpose of the paper he was presenting, Mr. Saunders gave a résumé of what was being done in the fields of statistics and current analysis.

Statistical Function

"The statistical activities of the Branch include the annual surveys of wages, working conditions and labour organizations in Canada; the survey of strikes and lockouts; and the monthly reports on collective bargaining settlements," he said. "The annual surveys of wages and working conditions cover all establishments with 15 or more employees in the areas and industrial sectors surveyed, and smaller establishments in certain industries such as retail trade, printing and publishing, and machine shop products.

"The survey of labour organizations, which obtains information on union membership and union officials, covers all trade unions as defined in the annual report on *Labour Organizations in Canada;* and the monthly reports on collective bargaining settlements cover all negotiating units with 500 or more employees, exclusive of construction. The results of these surveys are made available in published reports.

"Attached to this statistical function is a continuing developmental research activity. The purposes of this activity are to maintain the surveys on a sound statistical basis and to ensure the continued production of useful information both for current use by government officials and the public, and for use in research. The most important activity in this developmental research is assessing survey methodology. Because of the growing size of the survey operation and the increasing complexity of the Canadian economy, this activity has been increased during the past year.

"For example, we are currently exploring more manageable methods of conducting our surveys of wages and working conditions. These two surveys, which are held in October for wages and in May for working conditions, each cover more than 30,000 employers. The surveys are based on mailed questionnaires sent to each employer. An example of the magnitude of the task is illustrated in the wages survey, which is a survey of wage rates by occupation. In this survey, close to 1,000 separate occupations in 85 different industries, yielding information on more than half a million wage rates, are reported and processed each year.

"Another developmental activity currently underway is an investigation of ways of making statistical information available closer to the survey date than now is the case. In this respect we are investigating the possibility of publishing preliminary information from the October 1 wage survey before December 1. Examples of other research activities related to the survey operation now under way are: revision and expansion of the index of wage rates, which is designed to measure wage changes by industry in

Continued on page 198

50 Years Ago

From the Labour Gazette, March 1917

Report by the United States Board of Mediation and Conciliation on strikes and lockouts on railways examines the methods used by a number of countries for dealing with such disputes

The question of how to deal with strikes on railways apparently was as much alive 50 years ago as it is today. The LABOUR GAZETTE of March 1917 contained a 7-page article about a report on the subject that had been issued a short time before by the United States Board of Mediation and Conciliation. This report on Railway Strikes and Lockouts, according to the GAZETTE, consisted of "an analysis and digest of legislation relative to strikes and methods of adjusting disputes as to wages and working conditions in the public-utility service in the principal commercial and industrial countries.

"The report also contains the text of existing and proposed legislation; and, wherever available, statistics as to the operation of the different laws have been added. The laws selected for a comparative analysis were those of Canada, New Zealand and the Commonwealth of Australia. Laws of the United States and Great Britain were also taken as showing the differences existing between them and the more elaborate and far-reaching laws of the states named.

"In only one or two cases was it found that one nation had adopted the plan of another. Every country or section seemed to have worked out its own system from its own experience. It was evident, however, that two factors have been responsible for anti-strike legislation and legislation for the orderly settlement of industrial disputes.

"One group of countries such as Canada, France, Italy, Russia, Roumania, Spain and Portugal, and also the railway administration of Germany, have had in mind the protection of the public against the injurious effects of industrial warfare. On the other hand, the preservation of industrial peace and the advancement in economic welfare of certain classes have been primarily considered in framing the legislation of Australasian countries, and the prevention of industrial conflicts in the railway service has been incidental to this broader purpose."

The GAZETTE goes on to say, "The report . . . indicates that among Australasian countries the general tendency is to place a limitation—[in fact, a] prohibition upon the right to strike upon railway, and practically all other classes of industrial workers. Complete machinery, however, has been provided for the settlement of controversies.

"Another group of countries, on the other hand, such as Canada, the Transvaal, Spain and Portugal, have not denied the employees the right to strike, but have made the exercise of this right contingent upon certain conditions—notification to the government of intention to strike, or after a governmental investigation and report."

This journal then goes on to quote directly from the report of the United States Board of Mediation and Conciliation:

"In the case of other countries such as Russia and Roumania, the right of railway workers or other public utility employees to strike is absolutely prohibited, and no machinery is provided for ventilating grievances. Belgium and Holland also prohibit strikes, but have devised methods for employees to take up grievances or requests with railroad managers.

"Strikes are not formally prohibited in Germany or Austria among railway workers, but are practically prevented by the control of the authorities over the trade union affiliations of employees. In Germany, however, administrative machinery has been provided through which transportation workers may have a vent for their grievances. Strikes are not prohibited by formal legislative enactment on French railways, but are practically impossible, because of the policy of the Government in calling employees to the colours and placing them under military orders in the event of a strike.

"Italy depends upon the same policy to prevent industrial conflict on her railways. In Great Britain and the United States there is no abridgment of the right to strike. Both countries have provided official machinery for the adjustment of wage and other difficulties between the railroads and their operating forces. In Great Britain, the opportunities for conciliation and arbitration under the conciliation act of 1896 have also been supplemented by a general agreement between railway officials and employees which makes provision for compulsory conciliation of matters in dispute."

The report of the United States board described in some detail the laws of various countries governing disputes between railways and their employees, beginning with the Canadian Industrial Disputes Investigation Act, and then going on to deal with legislation in the United States, beginning with an act passed in 1888, next to the Erdman law passed in 1898, and then to the Newlands law, approved in 1913.

The Newlands law created the offices of Commissioner, and Assistant Commissioner of Mediation and Conciliation, and it empowered the President to set up a board "to be known as the United States Board of Mediation and Conciliation."

The American laws seem to have been designed, by means of conciliation and mediation machinery and by providing for arbitration boards without making arbitration compulsory, to put pressure on the parties to reach a settlement. By one means or another, it appeared that the measures taken had been effective, because the GAZETTE said that from the time the act was approved on July 15, 1913 until May 15, 1916, the Board of Mediation and Conciliation had adjusted 56 controversies. A threatened strike of transportation employees in August 1916, however, led to proposals to amend the law.

NEWS BRIEFS

New Director of Women's Bureau Appointed



Mrs. Jock Findlay



Miss Marion V. Royce

—NFB Photo

Mrs. Jock Findlay has been appointed new Director of the Women's Bureau of the Canada Department of Labour, to succeed Miss Marion V. Royce, who has retired. Mrs. Findlay assumed her new duties early in February.

Miss Royce was the first Director of the Bureau (L.G. 1954, pp. 939, 1113). She was appointed to the position when the Bureau was formed in September 1954 to promote an informed approach to the problem of women's employment.

A native of Westmount, Que., Mrs. Findlay is the widow of Flying Officer Jock Findlay, who was killed while serving with the 1st Canadian (406) Night Fighter Squadron.

During the early war years Mrs. Findlay, a graduate of McGill University, was engaged in placement work with the Civil Service Commission in Ottawa and subsequently toured Newfoundland, the Maritimes and the West recruiting female labour to work in war plants.

At the same time, Mrs. Findlay was president of the Women's Personnel Association of Montreal, and while serving on the McGill Alumnae Board helped start the McGill Placement Bureau.

After the war she became active in voluntary and social work in Ottawa, working for the Red Cross and the United Appeal, and was elected first chairman of the local branch of Marina Creations, a voluntary association connected with the Rehabilitation Foundation for the Disabled.

A member of many other organizations, Mrs. Findlay is at present Director of Volunteers at the Children's Aid Society in Ottawa.

In her capacity as Director, Miss Royce has acted as Adviser at meetings from 1958 to 1960 of the United Nations Commission on the Status of Women, held in Geneva, New York and Buenos Aires. In 1963, she was appointed a member of the International Labour Organization's panel of consultants on the problems of women workers.

Miss Royce is an honorary life member of the National Council of Women of Canada, and of the Canadian Association of Adult Education. Her professional life in education and social welfare has included four years as National Girls' Work Secretary of the Religious Education Council of Canada, and 10 years in international work as Consultant for Social and International Questions (relating especially to the status, education and employment of women) on the staff of the World YWCA, with headquarters in Geneva.

Miss Royce has also represented the World YWCA on the Churches' Commission on the International Affairs of the World Council of Churches.

Women in U.S. unions

Nearly one in every five women workers in the United States held union membership in 1964. They numbered 3,143,000, or 19 per cent of the total union membership. More than 500,000 were members of needle trades unions, and women members were in the majority in 26 unions.

In Canada, women made up 15.4 per cent of the total membership in 1962 and numbered 233.249 (L.G., Jan.-Feb. 1966, p. 31).

Transitional assistance benefit plan amended

The federal Government's Transistional Assistance Benefit plan (L.G. 1965, p. 788 and p. 1013) was amended in December 1966 to provide that workers who were displaced subsequent to April 2, 1966 as a result of the Canada-United States Automotive Agreement, and who have exhausted or depleted their Supplementary Unemployment Benefits provided for in agreements between companies involved and their unions, will be entitled to receive Transistional Assistance Benefits during future layoffs. The plan applies to automobile and automobile parts workers affected by the Agreement.

Under the T.A.B. plan, benefits including unemployment insurance benefits range from 62 to 75 per cent of a worker's weekly salary. The duration of benefit payments is based on the amount of employment in the industry within the two years preceding the layoff.

As a result of the amendment to the plan, even though employers do not contribute, a worker's T.A.B. entitlement will remain in existence until it is exhausted through payment, or until July 26, 1969 (the expiry date of the T.A.B. regulations), whichever is sooner.

An important feature of the amendment is that any worker who is laid off as a result of the Agreement may draw upon his T.A.B. entitlement at any time up to July 26, 1969 in respect of any future layoff from any type of employment. The basis for establishing the period in which T.A.B. is payable remains unchanged.

A folder describing the main features of the revised program is being issued by the Canada Department of Labour and will be made available to anyone requesting it.

Bonuses being paid for bilingual ability

The establishment of 7-per-cent premium pay for secretaries, stenographers and typists who are required to use both French and English in their work was announced in November by Minister of National Revenue E. J. Benson.

The pay differential is to be paid only to employees who actually make use of both official languages in their work, using a second language at least 10 per cent of the time, and who have attained Civil Service Commission standards of competence in the use of the second language.

Prime Minister Pearson said in the Commons on January 17 that the Government had begun paying the bonus, retroactive to October 1, 1966.

Canadian labour legislation report available from Department of Labour

A 67-page report, *Developments in the Enactment and Administration of Labour Laws in Canada,* prepared by the Legislation Branch of the Canada Department of Labour as a discussion paper for the Conference of the Canadian Association of Administrators of Labour Legislation, in Fredericton, N.B., October 3 to 7, 1966 (L.G., Dec. 1966, p. 711), has been duplicated and is available from the Legislation Branch.

The discussions included in this report are dealt with under four main headings: Labour Relations, Labour Standards, Industrial Safety and Workmen's Compensation, and Industrial Training and Manpower.

The report, which covers the period from August 1965 to September 1966, shows that significant advances were made in most spheres of activity covered by Departments of Labour across Canada.

During the 12 months, minimum wages were revised upward in six provinces, with the result that most provinces have either reached, or are approaching a minimum rate of $1 an hour. This is now the general legal minimum rate in British Columbia, Alberta, Manitoba, Ontario, and the Metropolitan Montreal district of Quebec.

In April, the Quebec minimum will become $1.05 in the Metropolitan Montreal area, and $1 elsewhere in the province. In Prince Edward Island, the general minimum rate for men is $1.10 an hour.

The interim minimum rates prescribed under the Canada Labour (Standards) Code for feed mills, feed warehouses and seed-cleaning mills, beginning at $1.05 on April 1, 1966 and increasing to $1.15 on October 1, expired on December 31, and the $1.25 rate became effective for this industry as well as for all others subject to the Code.

In the field of labour relations, the right to bargain collectively was extended to new groups of employees in several provinces. These included civil servants in the provinces of Quebec, Alberta and Manitoba, and large numbers of municipal public service employees in Ontario. At the same time, the bill providing for a system of collective bargaining in the public service of Canada was before Parliament.

Two provinces enacted new anti-discrimination laws. Alberta adopted a Human Rights Act prohibiting discrimination in employment, trade union membership, and in public accommodation, on grounds of race, religious beliefs, colour, ancestry or place of origin. Ontario passed the Age Discrimination Act, which makes it an offence for employers or unions to discriminate against persons between 40 and 65 years of age solely because of their age. This made Ontario the second province, after British Columbia, to forbid discrimination of this nature.

British Columbia passed legislation intended to ensure that a working woman has a right to maternity leave, and does not lose her employment because of it.

During the same 12-month period, workmen's compensation benefits were increased in several provinces, including British Columbia, Manitoba, Nova Scotia and Prince Edward Island. Of particular significance was the British Columbia provision—the first of its kind in Canada—that ties pension increases to increases in the cost of living.

OECD paper outlines needs of older workers

A short paper by the OECD on the conclusions of its Manpower and Social Affairs Committee on policies for the employment of older workers was published early in January.

The paper discusses the problems of older workers, and proposes a number of measures for alleviating these problems. Member countries are advised to consider measures seeking to prevent older workers from being forced into unemployment, less remunerative employment, and premature retirement, and to extend the opportunities for their productive employment.

It is suggested that general programs for health, education and vocational training should be available to workers of all ages to promote mental and physical adaptability to changing job requirements and social needs. "A comprehensive and efficient employment service is essential for dealing effectively with special hard-to-place individuals."

Training methods should be adapted to the learning needs of older persons, employers should be discouraged from imposing general maximum age limits in engaging new employees, and pension systems should allow for flexible retirement from work except when job requirements indicate otherwise.

The paper advocated special job development programs to open up job opportunities suitable to older workers' abilities, and research into the capacities, performance and methods of extending the productive employment of older workers.

PARLIAMENT

A proclamation extending to December 31, 1967 the Maritime Transportation Union Trustees Act, under which a board of trustees was set up with respect to certain maritime unions (L.G. 1963, p. 1090), was tabled in English and French by the Prime Minister on January 16 (p. 11807). Mr. Pearson said that the chairman of the board of trustees, Judge René Lippé, and the other two members, Charles Millard and Joseph Mackenzie, had agreed to continue to serve during the extended term.

Federal Government extends maritime trusteeship

During December, the federal Government took necessary steps to continue until the end of 1967 its trusteeship over a number of martime unions, established in October 1963 (L.G. 1963, p. 1090). The trusteeship could be lifted before the end of the year if prevailing conditions warrant such action, Hon. John R. Nicholson, Minister of Labour, said when announcing the extension.

Extension of the trusteeship followed receipt by Mr. Nicholson of a report from Judge René Lippé, chairman of the board of trustees, which indicated that encouraging progress was being made in ironing out the problems of the maritime unions and their relations with the Great Lakes shipping companies.

Federal minimum wage universally applicable

All employers in business and industry under federal jurisdiction must be paying their employees $1.25 an hour after January 1, 1967, the Minister of Labour announced.

Exceptions to the minimum wage provisions established by the Canada Labour (Standards) Code effective July 1, 1965 (L.G. 1965, p. 697), will be applicable only to employees under 17 years of age, for whom the minimum is $1, and for some employees engaged in training programs.

In his announcement the Minister emphasized that significant progress had been made in the application of the hours of work provisions of the Code. Under it, the regular working day must not exceed eight hours and the regular work week 40 hours, with a maximum of eight hours overtime.

Initially, a number of deferments to the provisions of the Code were granted. The Minister noted that all deferments would expire on December 31, 1966.

Federal Government medical care bill passed

A measure covering federal Government participation in nationwide medical care insurance, beginning by July 1, 1968, passed the Commons early in December. The bill passed the Senate about a week later and received the Royal Assent just before Parliament recessed for the Christmas holiday.

Under the legislation, the federal Government will contribute to the cost of provincial medical care schemes that meet four conditions.

These are:

—at the outset, the plans must cover at least all services of physicians and surgeons, both in doctors' offices and at home;

—a plan must cover at least 90 per cent of the population of the province at the outset, increasing to at least 95 per cent in the third year;

—a plan must be portable, so that a person who is covered remains covered if he moves to another province;

—a plan must be publicly administered; that is, it must be administered by the province, or by a provincial agency, or by an agency designated by the province, the books of which must be open for public audit.

An important amendment made to the bill in the latter stages of its passage makes it possible for the federal Cabinet to authorize the payment of federal contributions in the future for a variety of health services performed by persons other than physicians and surgeons. Such services may include those of dental surgeons, optometrists, psychologists, physiotherapists, chiropractors, osteopaths, naturopaths, podiatrists, and possibly others.

The eight-page bill leaves the administrative arrangements to the provinces, including the negotiation of scales of fees with members of the medical profession who agree to participate.

Once the four basic conditions have been met, the federal Government's part will be limited to contributing to each participating province a *per capita* amount equal to half the average medical cost *per capita* in all the participating provinces put together. The federal subsidy is therefore not a flat 50 per cent of the cost to each province. Provinces whose medical costs are low will get more than 50 per cent. Those whose medical costs are high will get less than 50 per cent. The formula is designed to give the greatest assistance to the poorer provinces that are least able to stand the cost of medical care insurance.

Because it does not know how many provinces will participate by July 1, 1968, the Government cannot tell what the cost of the program will be; but it estimates that if all 10 provinces were to participate, the cost to the federal treasury in a full year would be about $340,000,000. The provinces would have to pay a like amount as their share.

The estimate of $680,000,000 as the total cost is arrived at by putting the *per capita* cost at $34 a year for a population of 20,000,000.

OECD studies rural workers in urban areas

The conclusions of the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development on the adjustment of rural workers to non-agricultural employment and urban areas, were recently published.

The committee says that the combination of diminishing opportunities for employment and low incomes in many rural districts will continue to cause a significant movement of people to towns and cities. It expresses the view that assisted movement, in which the individual's decision to move is based on full knowledge of the advantages and disadvantages of such a step, is to be preferred to unguided movement, in which there is a lack of such foreknowledge.

An effective system of aids to occupational and geographical mobility, the committee says, besides calling for information on prospects for employment in the receiving community and other matters, requires "varied measures and a co-ordinated program, covering the different groups of interests in migration, either from one rural community to another, or from agricultural and rural communities to urban centres and non-agricultural work places."

Local authorities and organizations in the communities to which the migrants are bound must also help the newcomers to adapt themselves to their new situation and prepare the local inhabitants to accept them. National policies regarding movement of populations should provide for the adjustment of the migrants and their dependents, "particularly where the size of this migrant population is significant, and where the size of the social and economic distance between the migrants and the receiving groups tends to aggravate the adaptation problems. . . ."

The public authorities, local as well as central, should assume responsibility for the organization of mobility assistance programs and the operation of agencies and services, but they should delegate parts of the program to semi-public and private agencies, the committee said.

Canadian coal mines report 1965 operating costs

The average operating cost for the Canadian coal-mining industry as a whole in 1965 was $6.55 per marketable ton produced, a decrease of 60 cents from the corresponding figure of $7.15 for 1964. The largest decreases were in labour, 36 cents, and distribution, 14 cents, the Dominion Coal Board has reported.

Average costs increased in Nova Scotia by 67 cents a ton in comparison with 1964, and in the Alberta Mountain-British Columbia-Yukon region by 92 cents. In other producing regions, costs decreased since 1964 by 22 cents a ton in New Brunswick, 11 cents in Saskatchewan, 22 cents in Alberta Domestic Underground mines, and 38 cents in Alberta Domestic Stripping.

All reporting mines taken together showed an average loss of 14 cents a ton, compared with a loss of 10 cents a ton in 1964. The greatest deterioration occurred in the Alberta Mountain-British Columbia-Yukon mines, where there was a drop from a profit of 19 cents a ton in 1964 to a loss of $1.01 in 1965. Improved results were obtained in New Brunswick, from a loss of 55 cents to a profit of 5 cents; for Alberta Domestic Underground, from a loss of 32 cents to a profit of 12 cents; and for Alberta Domestic Stripping, from a profit of 7 cents to a profit of 34 cents.

The number of tons produced per manday ranged from 7.41 for Alberta Domestic Underground to 5.25 for Alberta Mountain-British Columbia-Yukon, 4.21 for New Brunswick, and 2.75 for Nova Scotia.

ILO will publish code for forestry workers

As the result of a meeting in Geneva, sponsored by the International Labour Organization in December 1966, the "Code of Practice on Safety and Health in Forestry Work" will be published this year.

After a request by a joint committee on forest workers, the ILO prepared a draft code based largely on existing relevant regulations and recommendations of a number of European countries, Canadian provinces and U.S. states.

The new code has been prepared to serve as a guide, and to supplement but not replace existing national laws or regulations and accepted standards.

Leonard A. Aitken, safety adviser, Accident Prevention Division, Canada Department of Labour, represented Canada at the meeting, and acted as chairman for the discussions.

Paper examines agreements in iron and steel industry

An examination of 29 collective agreements in the Iron and Steel Products industry, and 151 provisions in the Printing, Publishing and Allied industries in Canada was the subject of a paper compiled by Félix Quinet, Chief, Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour.

To emphasize certain characteristics, the author divided the provisions into three categories. The first category contains those clauses which, in the event of technological change, assure certain classes of workers that they will not be laid off, and provide conditional security for other types of workers. Mr. Quinet calls the first clause in this category "total employment security" and the second clause "an element of employment security." The latter clause agrees to labour-management consultations, discussions and negotiations, and suggests that the worker may benefit from retraining, rehabilitation and readjustment programs.

The second category contains those clauses which, in the event of technological change, provide for "an element of employment security" only. Mr. Quinet states that these provisions are diverse because there are many types of labour-management consultations, discussions and negotiations that could be considered under this label.

The third category contains provisions Mr. Quinet calls "cushioning provisions." These clauses provide a certain amount of protection for a worker who has lost his job through technological innovation. "A frequent provision in this respect is severance pay, generally defined as a special payment made to workers who lost their jobs through no fault of their own, and who are not expected to be rehired." The survey discovered that, in certain collective agreements, only provisions of the cushioning type were found, whereas in other agreements, there were provisions falling within all three categories.

The author said that a fourth category had been set up for clauses that he would have called "sharing provisions." These were clauses that would permit workers to benefit from a share in any additional company profits resulting from technological change. But no such provision was found within the scope of the Canadian survey, he said.

He cited the example of the Long-Range Sharing Plan put into effect on March 1, 1963 in a Kayser Steel Corporation plant in Fontana, California (L.G. 1963, p. 6). The American plan has among its provisions a formula under which economic gains through higher productivity resulting from technological change and a more economical use of materials would be shared between the workers and the company.

Mr. Quinet said that "the survey has made us aware that a number of collective agreements in effect in the two industrial sectors covered by our analysis contain provisions resulting from the introduction of technological change, or from the expectation of such change."

He believes that observing the results of the various provisions should provide a better knowledge of technological change and prove the effectiveness of the provisions in providing the best security for the workers and maximum efficiency for the industries. He concluded that the knowledge gained "would facilitate the adoption of adequate measures in this very important field of our economic life."

Director of organization appointed by CUPE

The appointment of J. F. MacMillan, Saint John, N.B., Atlantic Regional Director of the Canadian Union of Public Employees (CLC), as Director of Organization of the 105,000-member union, was announced in November. The position had been vacant since the death of William Buss in January 1966. Mr. MacMillan had been Atlantic Regional Director of the CUPE since the union's formation in 1963; and he had held the same post in the former National Union of Public Employees, one of the two unions that merged to form the CUPE.

AFL-CIO membership increases in Canada

The American Federation of Labor-Congress of Industrial Organizations estimates that during the years 1963 to 1966, it increased its active membership by approximately 1.1 million, bringing the total membership to 13,500,000. In Canada during the same period, it is estimated that the membership in AFL-CIO-affiliated unions increased by 173,668, a growth of some 19 per cent.

Taking into account all Canadian unions, the increase in membership for the period amounted to 286,659—about 20 per cent. By comparison, the AFL-CIO increase, exclusive of Canadian membership, amounted to an increase of 9 per cent.

Comparison of the respective figures shows that AFL-CIO membership in Canada is increasing at a faster rate than it is in the United States.

Saskatchewan issues restaurant code of ethics

"The Girl with the Smile" is the title of a leaflet emanating from the Women's Bureau, Saskatchewan Department of Labour. The leaflet, a code of ethics for employers and waitresses, emphasizes the employee's responsibility in such matters as attendance, punctuality, co-operation, teamwork and willingness to learn.

Legislative provisions of labour standards applying to waitresses, which the employer must observe, are outlined. They cover: minimum wages and overtime; paid vacation leave; paid public holidays; pay statements and termination of employment procedures; supply of uniforms; hours to be worked; charge for meals and lodging if provided by the employer; meal periods; rest periods; the right to join or organize a union; the right to employment without discrimination because of race, religion or colour; and equal pay for equal work.

Hints on courtesy, manners and grooming, and suggestions as to the manner of handling difficult guests are also included to help the employee improve her efficiency on the job.

Publication of the leaflet followed a study of assessments ordered and collected by the Labour Standards Branch of the Saskatchewan Department of Labour on behalf of women, as a result of either a routine inspection, or a complaint received by the Branch. The leaflet has been distributed to graduates of a pilot training project for professional dining room attendants, sponsored by the Department of Education, the Women's Bureau, and the Hotel and Restaurant Association. Similar distribution is planned for future students participating in this program, and co-operation of the Canada Manpower Centres is being sought to provide every prospective employee in the food industry with a copy of the leaflet.

Two states admitted to ILO membership

Two states that had recently been admitted to the United Nations also became members of the International Labour Organization in October. Botswana became the 117th, and Lesotho the 118th member state of the ILO. M. P. K. Nwado, Botswana's Minister of State for External Affairs, formally accepted on behalf of his country the obligations of the ILO constitution, with effect October 18. The same obligations were accepted by Leabua Jonathan, Prime Minister of Lesotho, on behalf of that country, with effect October 31.

U.S. labor act works well—Professor

In a study that covered more than 1,000 cases closed by the United States National Labor Relations Board in the five years that ended June 30, 1962, by Dr. Phillip Ross, University of Pittsburgh Graduate School of Business, concluded that the law requiring employers to bargain with labour unions works "remarkably well." He discovered that an "overwhelming majority" of employers abide by their legal duty to bargain, and that "a substantial majority" of the violators adjust cases in an informal manner that often leads to stable collective bargaining. More than 70 per cent of all cases were closed before the Board's trial examiner issued a report, and only 18 per cent required a board or court order.

Other findings were:

—about 58 per cent of employers settled violations before a complaint was issued; only 1.5 per cent exhausted every avenue of review and appeal;

—about 67 per cent of the cases that were closed before a complaint was issued resulted in a labour contract, and nearly 90 per cent of the resultant contracts were later renewed;

—violations of the legal duty to bargain were "usually clear, forthright and flagrant" attempts by small employers with little or no bargaining experience to weaken unions or end a bargaining relationship;

—employers in more than 74 per cent of the cases had a bargaining history of three years or less, and 58 per cent of all employers had no bargaining history at all;

—only 14 per cent of all violators had bargained with unions for 10 or more years;

—about 3 per cent involved bargaining units with 1,000 or more employees, whereas nine workers or less constituted 12 per cent of the cases; and

—about 95 per cent of all cases occurred in units of less than 500.

Most of the violations were based upon a rejection of the principles of collective bargaining, Dr. Ross said. The most common violations were bypassing the union, 51 per cent; "bad faith" bargaining, 34 per cent; and a failure to recognize the majority union, 32 per cent.

Answering management's chief complaint that NLRB policies represent government encroachment and that the Board is used as a tactical weapon by unions, Dr. Ross, a former union official admitted that some unions do try to use the Board as a weapon, but the Board was aware of this and had "a propensity for deciding adversely to the charging union in marginal cases."

Much of labour's criticism of the National Labor Relations Act is directed against the tactics used by anti-union employers to frustrate unions in their efforts to organize a plant, but this aspect of the law did not come under the study by Dr. Ross.

As an alternative to labour's suggestion that the Board be given the power to seek federal court injunctions to block employer violations during the processing of complaints, he suggested that:

—the Board be empowered to send an agent to inform employees of their rights, and the employer's illegal actions;

—the union be allowed to have a bulletin board in the plant to provide union representatives with opportunities to talk to workers in the plant; and

—an employer be required to adopt a model procedure for handling grievances under the contract.

Alberta Deputy Minister of Labour honoured

Kenneth A. Pugh, Deputy Minister of Labour for Alberta, and chairman of the provincial Board of Industrial Relations, was doubly honoured by the University of Alberta on November 19, 1966 when he received an honorary Doctor of Laws degree and was chosen to deliver the Convocation Address.

Mr. Pugh joined the Alberta Department of Trade and Industry (which later became the Department of Industries and Labour) in 1938. He served as chief inspector of the Board of Industrial Relations and as a conciliation commissioner; and from 1947 to 1960 he was chairman of the provincial Apprenticeship Board. In 1948 Mr. Pugh became chairman of the Board of Industrial Relations, a position he still holds; and in 1959, when a separate Department of Labour was created in Alberta, he was appointed Deputy Minister of Labour.

A recognized authority on labour law and labour-management relations, Mr. Pugh has on several occasions undertaken special assignments for the Canadian Government. During 1957-1958 he served as an ILO expert on labour-management relations to the Philippines Government, and in the fall of 1965 he was chairman of a board set up to inquire into the feasibility of establishing labour standards legislation in the Northwest Territories. Early in 1966 Mr. Pugh represented the Canadian government at an ILO Preparatory Technical Conference in Geneva on the maximum permissible weight which may be carried by a workman.

Mr. Pugh has served as president of the Canadian Association of Administrators of Labour Legislation, and on the executive board of the International Association of Governmental Labor Officials of the United States and Canada.

The degree was conferred on Mr. Pugh in recognition of the fact that he had "assisted so greatly in the cause of workingmen throughout the world, and promulgated laws in aid of workers."

McGill conference proceedings published

The publication *Domination or Independence?*, containing full reports of the proceedings at the McGill Industrial Relations Centre Conference held at Montreal in September 1965 (L.G. 1965, p. 899), is now in print. Copies may be obtained at $2.75 each, or at $2.50 each for orders of four or more, by writing to The Industrial Relations Centre of McGill University, 1009 Sherbrooke Street West, Montreal 2, Quebec.

Contributors were: Prof. Neil Chamberlain, Anthony Balloch, Michael Barkway, Prof. John H. G. Crispo, Bryan Downie, William Mahoney, Pierre Vadboncoeur, and William Dodge.

Topics covered in the publication are: The Concept of Economic Sovereignty in Relation to Business; The Locus of Decision-Making in Displacement Problems; Is Canadian Sovereignty Possible?; Relationships of the Central Labour Federations; International Union Influence on Collective Bargaining in Canada; and, A New Era in Labour Relations?.

New Minister of Labour appointed in Ontario

Dalton Bales, a newcomer to the Ontario Government, recently succeeded Hon. Leslie Rowntree as Minister of Labour. Mr. Bales is a lawyer whose practice has been mainly in commercial law. He was elected to the Legislature in 1963 for the riding of York Mills, and he has served as chairman of the Standing Committee on Legal Bills and Labour, and also of the Select Committee on Election Law.

Mr. Rowntree relinquished the post of Minister of Labour to take over the newly created portfolio of Financial and Commercial Affairs, which was carved out of the Department of the Attorney-General. It will deal with the administration of legislation governing business and finance, and will administer the Government's new consumer-protection legislation, that was expected to come into force either on January 1 or April 1.

Manpower department names new director

The general secretary of the Engineering Institute of Canada, Garnet T. Page, 46, was appointed Director of the Pilot Projects Branch, Department of Manpower and Immigration in October. He was formerly general manager and secretary of the Chemical Institute of Canada.

Mr. Page, a native of Halifax, Nova Scotia, is bilingual. He graduated from the University of Saskatchewan in 1940 with a BA in chemistry, and served with the Canadian Army from 1940 to 1946. Since 1946, he has worked with the federal Government on problems related to the education and utilization of Canada's scientific and engineering manpower.

In May 1965, he was appointed chairman of the National Advisory Council on Technical and Vocational Education (L.G. 1965, p. 495). He served also as chairman of the National Advisory Committee on Technological Education, a subcommittee of the Council, from its inception in June 1961 to 1965 (L.G. 1961, p. 546 and p. 550).

Mr. Page has worked with several Canadian provinces in the planning of teacher recruitment and training, and is an active member of many professional organizations concerned with education. Recently he was elected to the Board of Governors of Sir George Williams University in Montreal.

He has been honoured by several European universities and governments. As consultant on mathematics teaching for engineers, he assisted the Organization for Economic Co-operation and Development and has served as a Canadian delegate to a number of OECD specialist conferences. He served also on a special Senate committee on manpower, was Canadian delegate to many of the early general conferences of UNESCO, and is a member of the executive committee of the Canadian National Commission for UNESCO.

The Branch that Mr. Page directs forms a part of the Department's Program Development Service, and will include a Technical Support Centre that will assist in the development of pilot training projects in designated areas. These pilot projects, jointly sponsored with the provinces, will pioneer new training programs to qualify disadvantaged adults for continuing employment. As successful methods of training are developed, they will be implemented by the provinces on a continuing basis.

Three additions made to labour task force

Three professors of labour relations have been added to the Task Force on Labour Relations established last September to "look into this whole question of labour disputes, and the procedures and provisions of the current laws that we have to deal with them, and to recommend to Government changes that may be required" (L.G., Nov. 1966, p. 631). It is headed by Dean H. D. Woods of McGill University.

The three new appointees announced in December by Prime Minister Pearson are: Dean A. W. R. Carrothers of the University of Western Ontario, Abbé Gérard Dion of Laval University, and Prof. John Crisco of the University of Toronto.

At the same time, George Saunders, Director of the Economics and Research Branch, Canada Department of Labour, was named Chief Executive Officer of the Task Force.

Manitoba minimum wage board

When the Manitoba Minimum Wage Act was passed nearly 50 years ago in 1918, it was said by the LABOUR GAZETTE (1918, p. 283) to be the first of its kind in Canada.

The Act, which was published verbatim in the LABOUR GAZETTE of August 1918 (p. 681), provided for the establishment of a minimum wage board "to investigate and fix in accordance with conditions in Manitoba standard minimum wages and standard conditions of labour for female workers employed in shops, factories and mail order houses in cities in Manitoba."

Since the purpose of the Act was to protect the interests of female employees, when the first Minimum Wage Board was appointed a few months after the Act was passed, two of the five members were women (L.G. 1918, p. 537). Mrs. Claude Nash was one of the employer representatives and Miss Lynne Flett was one of the members who represented the employees. Mrs. Nash remained on the Board for many years.

Another woman, Mrs. Eva MacFie, was appointed during the 1930s and she continued to be a member until the early 1940s. During the early 1940s, a fourth woman member, Mrs. Dora Rocklin, was appointed.

Recently, two more women, Donalda MacDougall and Margaret Sykes, were appointed members of the Board, one representing the employers and one the employees (L.G., Dec. 1966, p. 710). The LABOUR GAZETTE's statement that this was the first time that women had been appointed was, however, incorrect.

The Manitoba Minimum Wage Act was amended to extend coverage to men as well as women in 1934.

Determination of bargaining units subject of new report

A new report, *Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada,* by Edward E. Herman, has just been published by the Economics and Research Branch of the Department of Labour as No. 5 in the Occasional Papers series.

This report contains the results of extensive research into the certification practices of Canadian labour relations boards and the problems encountered by them in the course of their duties.

The preface to the book points out that determining the appropriateness of bargaining units in Canada is the responsibility of labour relations boards, of which there are 11—one federal and one in each of the 10 provinces. Hitherto no detailed comparative study has existed of the practices of these boards, the author says.

"The composition, type and scope of bargaining units, as well as the principles, criteria and logic applied by the various boards in different cases have all been considered here," the preface continues. "The investigation of the certified bargaining structure in Canada may also be of some significance as a foundation for further studies on the impact of the Labour Relations Boards' practices on the collective bargaining structure now emerging in this country."

The report is in two parts. Part I describes the methods and background of the research; deals with public policy, legislation, definitions and general discussion of the problems affecting collective bargaining; and assesses the eligibility of groups of employees for certification as bargaining units. Part II details the practices of the labour relations boards in certifying bargaining units, including craft, office, security, hourly paid, seasonal and part-time employees' units; units in the construction industry; and multi-plant, multi-location and multi-employer units.

Separate sections of reference notes, appendices and bibliographical data provide comprehensive background information relating to the whole subject of collective bargaining units.

The publication is available from the Queen's Printer, Ottawa (Cat. No. L2-26/5, price $3.50), or from Queen's Printer bookstores in Ottawa, Toronto, Montreal, Winnipeg and Vancouver.

Mine-Mill Union in U.S. merges with Steelworkers

The merger proposed in January of the 28,000-member International Union of Mine, Mill and Smelter Workers with the United Steelworkers of America (AFL-CIO) would mark the re-entry of Mine-Mill into the mainstream of organized labour in the United States after an absence of some 16 years. The merger did not affect the 15,000-member International Union of Mine, Mill and Smelter Workers (Canada), operating in Canada as an independent union.

Meeting in Tucson, Ariz., more than 200 Mine-Mill delegates to the special merger conference voted by acclamation to affiliate with the one million-strong Steelworkers.

The Mine-Mill union was expelled in 1950 by the Congress of Industrial Organizations, which charged that the union had Communist ties (L.G., 1950, p. 51).

Under the merger agreement, officials of Mine-Mill will become international representatives of the Steelworkers, a step below executive board members. The Mine-Mill union will cease to exist when the affiliation is complete.

Currently, the Steelworkers will issue temporary charters to the 65 Mine-Mill locals. It is expected that permanent charters will become effective July 1, 1967.

In Canada, William Mahoney, Canadian director of the United Steelworkers of America (AFL/CIO-CLC), expressed pleasure with the merger, and said: "I hope that similar developments can take place in Canada." Kenneth Smith, president of the Canadian section of the International Union of Mine, Mill and Smelter Workers (Canada), stated that the national executive will recommend against merging with the Steelworkers in Canada.

CLC announces nine appointments

Between December 15, 1966 and January 3, 1967, the Canadian Labour Congress announced nine appointments.

Roy Laberge, former Director of Public Relations for the Canadian Union of Public Employees, is the new Editor of *Canadian Labour*, the CLC's official monthly publication. He succeeds Clifford Scotton, who resigned from the CLC to become federal secretary of the New Democratic Party (L.G., Oct. 1966, p. 561).

Another position previously held by Clifford Scotton went to Henry Rhodes, the former Assistant National Director of Organization. He is now Director of Labour Federations and Labour Councils.

A. L. Hepworth, who previously held the position of Assistant Director of Legislation and Government Employees, is the new Director of International Affairs, succeeding Kalmen Kaplansky, who joined the staff of the International Labour Organization (L.G., Feb., p. 87).

Frank Chafe, former Regional Director of Education for the Prairie Region, and Denis Coupland from the Treasury Board of the federal Government, are both Assistant Directors of Legislation and Government Employees, the position vacated by A. L. Hepworth.

It was also announced on December 15 that Larry Wagg, representative in the Ontario education offices, would move to Regina as Director of Education for the Prairies.

On January 1, Dr. Eugene Forsey, the CLC's Director of Research, who has been writing a history of the Canadian labour movement as a centennial project, was appointed Director of Special Projects. Succeeding Dr. Forsey as Director of Research is John Fryer, former Assistant Director of Research. And on February 1, John Simonds, International Representative of the Bakery and Confectionery Workers' International Union, officially became the Assistant Director of Organization.

Commission to investigate causes of B.C. strike

A three-man inquiry commission to investigate the causes that led to a strike of waterfront foremen that tied up shipping in British Columbia ports for three weeks has been appointed by Hon. John R. Nicholson, Minister of Labour.

Mr. Justice C. Rhodes Smith, Manitoba Appeal Court, Winnipeg, will head the commission. He will be assisted by two assessors, Joe Morris, Executive Vice-President of the Canadian Labour Congress, Ottawa, and H. J. C. Terry, Vancouver, former president of Northland Navigation Company.

Mr. Nicholson had promised that the commission would be set up as part of the settlement formula that brought to an end the tie-up at the ports. The strike was the result of a dispute centred on demands by foremen for the right to form their own collective bargaining unit.

In addition to investigating the dispute involving the foremen, the commission will make recommendations that would prevent recurrence of similar disputes in the future.

Mr. Justice Smith is a former Manitoba labour minister, and a former chairman of the Restrictive Trade Practices Commission, and of the Canada Labour Relations Board.

Guaranteed salary plan replaces hourly rates

A provision for the introduction on October 3, 1966 of a guaranteed salary in place of payment on an hourly basis was included in the collective agreement reached this year between the Aluminum Company of Canada, Kingston, Ont., and the United Steelworkers of America. During negotiations, the company offered a guaranteed salary plan that converted hourly rates to weekly salaries, and the union accepted.

The two-year agreement covers 1,200 employees. A similar agreement was reached with the International Association of Machinists at the same plant.

Canada Manpower Centres replacing NES offices

From coast to coast in Canada, the National Employment Service Office is disappearing—but in name and function only. It is being replaced in each instance by a Canada Manpower Centre (L.G., Jan.-Feb. 1966, p. 2).

The NES offices have been given the new name because it is thought that it more accurately reflects the emphasis that the service is placing on counselling, training, labour force mobility, skill upgrading, research, and labour market information.

Henceforth, whether workers are seeking work or employers seeking workers, the place to look for help will be the Canada Manpower Centre nearest them.

Collective bargaining in the U.S. Public Service

The proceedings of the 1966 annual spring meeting of the U.S. Industrial Relations Research Association at Milwaukee, Wisconsin, May 6 to 7, is now available in a publication titled *Collective Bargaining in the Public Service.*

A paper delivered by Edward E. Herman, State University of New York, Plattsburgh, on "Collective Bargaining by Civil Servants in Canada," is included in the series. The 140-page report was edited by Gerald G. Somers, University of Wisconsin, and may be obtained by writing to the Industrial Relations Research Association, Social Science Building, Madison, Wisconsin 53706. The price is $2.

Collective Bargaining In an Altered Environment

Industrial relations in Canada are in a state of flux that will require a certain amount of bold experimentation by labour, management and governments as they grapple with the challenges imposed by change

Functioning against a backdrop of rapid economic, social, and technological developments, collective bargaining in Canada is facing the task of adapting to a drastically altered environment, says Dr. W. Donald Wood, Director of the Industrial Relations Centre, and Professor of Economics, at Queen's University, Kingston, Ontario.

Success in solving the problems involved, Dr. Wood told delegates at the 42nd annual convention of the Ontario Hospital Association held in Kingston during October, "will obviously involve a certain amount of trial and error by labour, management, and governments," as they enter into "a period of great change in labour relations."

There will never be a time that is more ripe in view of the number of problems and opportunities than the present, to take action on the matter, believes Dr. Wood, since "it will require a willingness to experiment as boldly in matters of labour relations and personnel administration as in the physical sciences."

Dr. Wood indicated that there are four major factors shaping the present situation. They are: the economic environment, technological change and innovation, manpower and labour force shifts, and government policy and activity.

Key Factor

"The state of the economy," said Dr. Wood, "is always one of the most important factors shaping the scope and characteristics of collective bargaining—that is, the size of settlements, the emphasis on different demands, and relative bargaining power advantages. Since 1961, Canada has enjoyed . . . high levels of economic activity—high levels of employment, rapid rates of economic growth, tight labour markets, and, during the past year, some 'heating' in the form of strong pressures on some prices and on incomes. . . ."

A number of recent economic indicators show, according to Dr. Wood, "that there is now some slowing down in the pace of economic activity. There well could be a mild and short business downturn by mid-1967, although the longer-run, underlying economic forces appear strong. As always, of course, the Canadian economy will be influenced strongly by economic trends in the U.S. economy. The present economic uncertainties pose difficult problems for public economic policy. We must be careful in the present situation not to take across-the-board fiscal and monetary action to restrain demand. . . .

"As the Economic Council has repeatedly stated, a basic fundamental attack on our present economic difficulties lies in the improvement of the supply, efficiency, and mobility of our manpower and capital resources. . . .

"A second major force shaping contemporary labour relations is rapidly changing technology and innovation. While we still know little about many of the specifics of these new developments, there is a general consensus that this is a most important development in terms of its economic, social, and labour-relations implications. Its application has been extended widely and rapidly in recent years. Its potentials for the immediate future are enormous.

"Of particular relevance for labour relations is its impact on the world of work—where work is done, how it is done, who does it, and the skill and education requirements of those doing the work. The labour relations aspects of these questions pose some of the thorniest problems to be faced in the future by labour and management.

Labour Force Changes

"To a major extent, a development paralleling technological change has been the revolution in the composition of the Canadian labour force. While we are still not exactly clear about the impact of the new technology on the level of employment, it is clear that this development is an important factor in altering the industrial, occupational, and geographic structure of employment, and that this requires difficult adjustments, many of which again have labour relations aspects.

"The major manpower trends have been the relative shift in employment from goods-producing industries to service industries, the dramatic expansion in white-collar occupations, the demand for workers with more education and skill, or at least different skills, the increase in the number of women in the labour force, and the high proportion of youth in our labour force and population.

Role of Government

"The fourth major dimension in the labour relations environment is the rapidly expanding activity of government in this field—labour relations legislation, social security and labour standards legislation, manpower policies, and increasingly, direct government intervention in the collective bargaining process itself. Furthermore, collective bargaining in the public service itself is expanding rapidly, and this may well have important implications for public policy and also for labour relations in the private sector. . . .

"The scope and coverage of collective bargaining has broadened sharply recently. Trade union membership in Canada increased sharply by 9.3 per cent in 1965, the largest increase since 1951. Moreover, collective bargaining is now spreading to new occupational groups and industries—for example, government employees, workers in quasi-public institutions such as hospitals, education and utilities, trade and white-collar employees in general, including some professional groups.

"Although there is not likely to be a mass wave of organization in these areas, steady growth can be expected, with the possibility of some of this organization

falling outside the orbit of the traditional labour movement (e.g. federal civil servants, and registered nurses in Ontario) and differing in some ways from traditional collective bargaining.

Structure Broadening

"Trade union structure is also broadening under the pressures of changes in technology, industry and occupational structures. Rather than extensive amalgamation of small unions, large unions are likely to grow larger and more diversified with their membership increasingly covering different industry and occupational groups.

"Finally, unions in highly automated industries, where the economic pressure of the strike is being blunted, can be expected to experiment with other tactics—forms of secondary economic pressure, such as consumer boycotts, co-ordinated union activities, and attempts to put bargaining on a multi-unit and/or multi-employer basis.

"Apart from the expanding government legislative framework for labour relations, we are moving headlong towards more government intervention in the bargaining process itself. There are strong indications that the public and their governments in Canada are becoming less tolerant of disputes interrupting essential public services, and of private wage and price adjustments that are not in tune with broader public economic and social objectives.

"Although I believe it inevitable that there will be more compulsory arbitration and government intervention in areas providing essential public services, it is up to the parties in the private sector to make sure collective bargaining in this new era works not only in the best interests of the parties, but also is consistent with broader public goals. Whatever their other differences, surely both labour and management will agree that it is better to have the State as a partner than as a dominating authority.

"Finally, in the area of government activity, it needs to be said that we are now paying a heavy price for minority government in Canada. Too often the parties appear to be placing priority on petty political considerations rather than on clear, firm policies to solve our economic and social problems. This has not been without its serious consequences in the field of labour relations.

Large Wage Settlements

"A third significant recent trend in collective bargaining has been the particularly large size of wage settlements. This trend has also been operating in the non-union and white-collar fields. Although some are much larger, the average of settlements for 1966 is running around 7-8 per cent a year compared with the approximately 4 per cent increase in hourly rates and per capita income that has been the pattern since 1952.

"Against this background and the current hearings of the Parliamentary Committee and the forthcoming Report of the Economic Council on this subject, we are soon likely to be involved in vigorous debate as to whether Canada should have some sort of incomes and price policies or guidelines . . . Whatever the outcome of this guideline debate, it is clear that we do need to develop a national consensus on feasible ranges or frameworks within which income and price adjustments can take place in line with our national economic objectives and capabilities. Whether this consensus can be achieved through voluntary action on the part of labour and management remains to be seen.

Parity With U.S.A.

"Parity with U.S. rates will be another wage issue, and one that will be a major bargaining demand, particularly at next year's auto negotiations. Although there probably will be narrowing of the rate differential in some industries in the years ahead, we must remember that parity in wage rates is not the same thing as parity in standards of living. The latter can come only after a long, hard pull. Probably a much more immediate and significant issue will be the growing demands for wage parity between different regions in Canada. For example, there already have been strong demands in Quebec for parity with Ontario rates.

"Finally, in the wage area, technological advances are destroying the validity of many old forms of payment. In the years ahead, we can expect a gradual shift to a salary basis of payment beginning in areas where technology is moving rapidly and blurring the distinction between office and plant. . . .

"Private welfare and benefit plans have continued to expand and been adjusted in form to dovetail with expanding public welfare plans. Despite the great expansion in public programs, private plans are likely to continue to grow in the future, but be altered substantially in form. With public programs providing minimum basic coverage, private plans will be better tailored to meet major and special needs. In the process, the bases for many benefits may well be improved.

"Hours of work will continue to decline gradually in the years ahead, with pressures being exerted for more rapid reductions during periods of high unemployment. The advancing technology may also make it necessary to reassess the prevailing hourly schedules of work. Increasingly, too, more time on the job will be devoted to formal educational and training programs in order to keep employee skills up to date with the explosion of knowledge and techniques. Surely, this is one area where labour and management do have a clear-cut mutuality of interests, and where they can work together to achieve imaginative and appropriate programs.

The New Militancy

"Another highlight of current labour relations has been a new militancy and restiveness among workers that has taken many forms. Although this has had its sharpest expression in union-management relations, the situation is also prevalent in many non-union areas. While there are many underlying causes, I would like to refer to three which I believe have been very important.

"First, there is the 'catch-up' process whereby unions in industries where wages have lagged behind prevailing settlements in recent years—partly because of long-term agreements—have then attempted to narrow the gap by substantial demands. These, in turn, have become the demands of unions in areas where wages have been more in line. This situation is further aggravated by the long time taken to achieve a settlement in many negotiations, particularly at a time when some key prices, such as food, are moving ahead rapidly.

"Secondly, and related to the first factor, has been the nationwide publicity given to some of the recent huge settlements in which the government has been involved. With no clear statement of the rationale behind these increases, many employees and unions have viewed them as government-sanctioned standards of their own wage demands.

"Thirdly, an important factor underlying the current unrest in the labour relations field has been the great changes taking place in the composition of the labour force. For example, there has been the huge influx of youth into our labour force—workers with more education, different values, no background of unemployment or depressed economic conditions, and with many alternate job opportunities. It may just be that a number of management and union policies are still geared to the thirties and . . . are really out of touch with this new work force.

"In addition, the heavy bunching of the labour force between very young

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An Opinion on the Freedman Report

That Canadian laws should require technological changes always to be negotiable under any collective agreement, no matter what the agreement says or omits, is suggested by Prof. H. C. Pentland of the Department of Economics, University of Manitoba, in an article on the Freedman Report (L.G., Jan.-Feb. 1966, p. 4) in the November number of *The Canadian Personnel and Industrial Relations Journal.*

He made this suggestion "because negotiation promises to handle some of the adjustment problems effectively, because such a requirement would encourage a more earnest search for solutions at other levels, and because this requirement would represent an overdue recognition of customary rights—notably the right, when one has entered upon an employment contract in good faith, not to have one's job eliminated without notice, due process, or compensation."

In his article, Prof. Pentland:

—writes of Mr. Justice Samuel Freedman, author of *Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs";*

—discusses the evolution of law as it affects employment relationships, and technological change, "the phenomena whose collision occasioned this [Freedman] Inquiry";

—comments on the adequacy of the Commissioner's proposals for resolving this collision. *The Canadian Personnel and Industrial Relations Journal* published the CNR brief to the Commission in its September number.

Prof. Pentland's suggestion was an extension of Mr. Justice Freedman's recommendation that the institution of run-throughs—"and by implication other important technological changes"—should be a matter for negotiation. "To make changes unfavourable to its workers," Prof. Pentland points out, "the company would have to face the pressures of collective bargaining, and the implication is that the company would have to pay an appropriate price. If the price were too high, the company might decide to forgo the change; but such a situation would suggest that the proposed change would involve a net social loss, and should not have been proposed in the first place."

Unresolved Questions

But the Commission's proposal leaves some questions unresolved. First, because unions vary in strength and most workers are not in unions at all, to leave automation to be cared for by collective bargaining would produce some unequal results. Second, the social costs of displacement vary: if in a diversified employment centre in prosperous times and among skilled workers, the costs will be minimal; if in a remote, one-industry town in a time of high unemployment and among unskilled workers, the costs will be high. Third, "it is questionable whether the bargaining table is the best place to deal with automation. It is not a straightforward question like ten cents an hour, bargainers may have more feeling than knowledge about it, and bargaining involves emotions, intransigent positions and a necessity for immediacy, none of which provides the best help for resolving a complex question."

It might be better, the author says, for union and management representatives to discuss automation quietly, remotely, away from bargaining pressures. "It is my impression that union people would mostly be willing, but management people mostly would not, because they think that the courts will support their right to do anything they choose about automation, so why tie their own hands?" Earlier in his article, Prof. Pentland had examined what and why the law has been and pointed out that traditional law had accorded management the unilateral right to introduce changes at any time without notice or consideration of those adversely affected.

The Freedman proposal for obligatory negotiation, Prof. Pentland believes, could, if applied to all employments, have an important indirect effect: it might induce management to discuss automation with unions at a high level so that it would not obtrude too urgently upon bargaining. It was at this point in his article that Prof. Pentland made the suggestion that the law should require negotiation of technological changes.

Severance Pay

He then turns to a second recommendation in the Freedman Report: severance pay for displaced workers. The recommendation could be generalized by law to all workers—not just those in railway employment, the context in which the recommendation was made—in the same way that the law stipulates minimum vacations and maximum hours for all workers, unionized or not.

> Severance pay would not constitute a parasitic welfare cost loaded on business. Rather, it would represent a very proper allocation to private costs of part of the social costs of disruption which disrupters have been escaping—and firms that caused no disruption would not pay it. Simultaneously, by drawing social costs to the attention of management, it could make managements more conscious that automation involves detriments as well as benefits, and stimulate them to plan ways to avoid the harmful effects.

But because the scale of severance pay suggested for railway workers by Mr. Justice Freedman appears high to him, Prof. Pentland suggests that it might be preferable to provide for a moderate scale of mandatory severance pay appropriate to the less serious cases, and to supplement it with other provisions more likely to reach selectively the employments that produce the major burdens of social costs. For this purpose, he recommended that experience rating be introduced into the unemployment insurance system.

The two proposals, compulsory negotiation and compulsory severance pay, are not the definitive answer to the problem of displacement by automation, but they do go part of the way and they do have a clear logic, Prof. Pentland asserts.

Effects of the Proposals

He then concludes with a comment on the effect of the Freedman proposals on the powers, practices and opportunities of management:

> Any public intervention involves, necessarily, a restriction on management's prerogatives as many managers conceive them; and it is predictable that some managers will denounce the intervention proposed by Mr. Justice Freedman, on principle, just as some have denounced every intervention of the past.
>
> Yet, past interventions have often been beneficial to owners and managers in the long-run, and I suggest that this would be true of a legal requirement that firms negotiate substantial technological changes, as it would also of a requirement that firms assume part of the costs of displacement incident to their technical progress. Negotiation and consultation is the direction in which wiser managements have been moving and, as for cost allocation, considerate managements as well as society will gain from forcing the inconsiderate to face their own costs.

Human Adjustment to Industrial Conversion

Joint union-management plan drafted by Domtar Ltd. and 30 international and national unions representing the 12,000 unionized employees in the company to help solve the problems created by technological advance

A joint union-management plan to help solve human adjustment problems created by industrial conversion has been drafted by Domtar Ltd. and 30 international and national unions representing the Company's 12,000 unionized employees. Under the chairmanship of Dr. John Crispo, director of the University of Toronto's Centre for Industrial Relations, and a joint committee, the plan was a year in developing. As well as stressing the human dimension, it delineates the respective responsibilities of labour, management and government.

The committee decided from the outset to include within their terms of reference those changes that would affect the company's regular work force in a permanent way.

Excluded from this reference were three types of dislocated personnel:

—workers laid off because of a general decline in business activity, such as a recession;

—seasonal and casual workers subject to irregular employment; and

—employees re-assigned from one job to another on a day-to-day basis.

The committee admitted that, for some workers, "industrial conversion is anything but a blessing." Among the potential losses that could be experienced were job satisfaction, employment security, livelihood, income, prerequisites associated with seniority and service, property value, and psychic and social satisfaction.

Flexible Policy Needed

"The problem is to reduce their justification for disquiet without jeopardizing advances that are vital to our future welfare," the committee said, and added that the requirement was a policy framework flexible enough to solve individual problems, and economical enough to ensure that the benefits of change were not consumed in the effort to cope with the adjustments.

The committee conceded that workers were bound to resist any change that threatened their livelihood if they did not have the assurance of alternative employment. One basic way to reduce this resistance was by maintaining full employment, they said, but admitted that "even then resistance may remain, not only until attitudes and values in general start to change, but also because of a failure to provide ways and means by which individuals can transfer from one job to another without undue sacrifice."

The committee noted that the concept of an "active labour market policy" which the Organization for Economic Co-operation and Development had promoted for several years, has been exemplified in the establishment of a federal Department of Manpower and Immigration, and they stressed that an active labour market or manpower policy designed to facilitate worker mobility—occupational, industrial or geographical—was essential to the full acceptance of industrial conversion. "Sustained full employment is clearly not enough by itself to assure workers continuity of employment."

Plan Portability

The committee discovered that, in many firms, fringe benefits have become so elaborate as to constitute "veritable little islands of private social security," and that the only way to circumvent this obstacle was to develop as many transferable fringe benefit systems as possible.

"This could be done either by making more private plans portable through vesting and funding arrangements, or by working toward more universal public social security systems."

When a one- or two-industry centre is hit by a shutdown, the situation was more complicated than adjusting individual workers to industrial conversion. "To solve the problem, it is frequently suggested that subsidies be offered to existing or potentially new sources of employment," the committee said. "The danger is that these subsidies may become a permanent burden on the rest of society." As an alternative, the committee suggested that measures be taken to entice those affected to other areas of growing employment.

"A satisfactory environment by itself will not necessarily solve the adjustment problems facing particular groups of workers in companies beset by industrial conversion," the committee stated. Although they found many instances where devices such as attrition, severance pay and early retirement were used to good effect, the members noted that none of these made much sense when applied on an across-the-board basis. They said that most of the negotiated schemes reviewed were too rigid and inflexible to meet individual needs. As a result, most collective bargaining plans made little or no allowance for the particular needs of those involved.

A second problem arose from the tendency among unions and employers to negotiate various schemes as if they were separate and distinct devices. The committee averred that a piecemeal approach to the problem reduced the likelihood of achieving a well rounded and integrated approach.

These two basic defects to the adjustment question were so serious, the committee said, that it was determined to avoid them in its proposal. The plan therefore stressed the need to look at

each individual case on its own merit and "in the light of a variety of possible remedial steps."

Twin Obligations

In outlining the responsibilities of government, union and management, the committee decided that each had a twin obligation. Government had to provide an environment within which industrial conversion could take place as freely as domestic and international competitive forces dictate, and to create an atmosphere that would help workers to accept change as a normal course of events.

Management also had a dual responsibility, the committee stated. "As the chief entrepreneurial agent in our economic system, management has an obligation to strive to introduce changes that will equip it to compete more effectively, and provide increased long-term employment security for their employees." At the same time, management must not pursue its goal of efficiency without regard to its effects upon workers whose welfare is being threatened. Through careful timing, advance notice, and consultation with the employee representatives, management could do much to reduce worker disruption and to assist those who were forced to make adjustments.

The committee said that the twin responsibilities of organized labour were to help its members understand the necessity of change, and to endeavour to shield them from undue hardships in as constructive a manner as possible.

Although individual workers should not be expected to bear untoward adjustment costs, they must be prepared to take full advantage of facilitating measures that would assist them in any transitions brought on by industrial conversion. Failing this kind of response, the committee said, there was no solution to the problem short of undue subsidization by the rest of society of those unwilling to live with the realities of present-day industrial life. "Since this would reduce the rate of rise in our standard of living, and could ultimately lead to economic stagnation, it scarcely offers an acceptable alternative course of action."

Conversion Insurance

The plan that emerged is an industrial conversion insurance scheme, funded by company contributions, but jointly administered by union and management, and intended to supplement current public measures and to experiment with new private ones designed to ease the impact of change on workers.

To ensure a sufficiently universal and integrated approach, the plan will become operative when it is accepted by bargaining units representing at least 90 per cent of the eligible employees, with the approval of their authorized local, national, and international bargaining agents.

Once the 90 per cent minimum is reached, a fund will be built up by a company contribution of 1 per cent for each hour worked by the participating employees. If necessary, the company will provide up to one year's advance on this contribution formula in order to launch the plan. If current needs do not require the full resources of the fund, it will be allowed to build up to a maximum of five million dollars, at which point contributions would cease until the fund again fell below that level. The fund, administered by a joint union-management committee, would be invested in Domtar Demand Notes, bearing interest at the current prime bank rate, and was expected to generate enough revenue to take care of requirements.

The joint union-management committee will be empowered to obtain the services of additional members on a temporary basis from localities experiencing personnel adjustment difficulties. The committee will also be empowered to employ an executive secretary, who will maintain close liaison with the appropriate federal and provincial government departments. The committee's office will not be located on either company or union premises, and the costs of administration will be borne by the fund.

Funds to Experiment

Expenditures from the fund itself will be used to supplement public programs and to experiment with new approaches. In addition to supplementing current government adjustment programs, the fund could also be used to provide such benefits as severance pay, income during retraining, or early retirement or for any other purpose deemed worthwhile by the committee.

To make the plan workable, the committee assumed that the company would be willing to give six month's advance written notice of all major changes. The committee suggested that even earlier notice might be provided to allow more time for employee representation without sacrificing the company's goal of competitive efficiency.

The plan will begin operation on the payroll date following receipt of sufficient union authorizations to meet the 90-per-cent requirement, and will be discontinued in the event that bargaining units, representing less than 80 per cent of the eligible employees, remain committed to it.

Authorized bargaining units wishing to withdraw from participation in the plan must give 12 months' notice of their intent. Bargaining units which elect to join the plan after its effective date must give 12 months' notice to the joint committee, and during such period, would not be eligible for benefits under the plan. If the plan is discontinued, the amount of money remaining will be returned to the company, less commitments outstanding on the date of termination.

Administrative Responsibility

Responsibility for the implementation and continuing administration of the plan rests with the joint committee subject to the general terms of reference. Once instigated, the plan would remain in effect until December 31, 1969, and from year to year if no notice of change is given by the company or the joint union committee, and could be amended by mutual agreement.

"Our proposal might be described as an 'automation insurance plan' were it not for the fact that it is intended to cover manpower adjustments made necessary by other forces at work in the economy besides technological change," the committee stated. "The approach we have suggested allows both labour and management to take full advantage of all public manpower adjustment programs while at the same time expanding on these where necessary. It also permits the development of other new programs in order to ensure that individual cases are dealt with in a fair manner."

The company was interested in a plan that would serve three distinct purposes:

—to give employees reasonable protection against change;

—to identify the costs involved in advance; and

—to leave it relatively free to operate the enterprise as dictated by the competitive pressures of the market.

The union group was interested essentially in one objective: To make the exercise worthwhile, it had to achieve a better employment security package as a group than the individual unions could hope to achieve on their own.

The committee concluded: "We believe that our proposal satisfied all these needs, and represents the soundest approach that Domtar union and management could take at the present time to cope with their mutual concern about the effects of industrial conversion upon the company's work force."

Legal and Illegal Strikes in Canada

Strikes that are legal, and those that are not, and some of the reasons that form the bases for strikes in Canada were outlined by Prof. H. W. Arthurs, Osgoode Hall Law School, Toronto, who spoke recently to the Fourth International Symposium on Comparative Law, at the University of Ottawa.

Prefacing his remarks, Prof. Arthurs noted that the right to strike is not really an appropriate topic for comparative legal analysis. From his point of view, "The strike, after all, is a socio-economic event rather than a juridical concept. Therefore, we ought really to begin by comparing the framework of labour relations, the dynamic historical and social forces which produce strikes, before we concern ourselves with a comparative analysis of legal doctrine.

"Put shortly, our contemporary labour relations systems envisage representation of workers by a union, collective bargaining between the union and the employer [to] produce an agreement of fixed duration, [the establishment of] wages and working conditions for the employees, and the use of the strike, actual or threatened, as part of the bargaining process. . . .

Acceptable Tactic

"It assumes," said Prof. Arthurs, "that the strike, the collective withdrawal of labour, is an acceptable (if regrettable) bargaining tactic. . . . Although the demands that precipitated the strike may have been couched in economic terms—greater hourly wages, longer vacations—frequently the real cause is to be found in hostility against a brutal foreman, frustration with changing work patterns, or fear of a real or anticipated lay-off. Under these circumstances, the strike becomes a veiled protest, veiled because our law views only an economic strike as proper. The importance of this last observation cannot be over-stressed. . . .

"Because the strike is an expression of discontent, as well as a means to an end, legitimate or illegitimate, the mere prohibition of strikes does not put an end to them. In fact, there is little in the common law trial that even remotely touches the real-life problem of the strike. In a sense, the law of strikes is the mirror image of the actual event: two-dimensional somewhat distorted, certainly devoid of human passion and compassion. . . ."

In a preliminary way, continued Prof. Arthurs, it is reasonably accurate to state that the only lawful strikes are those which are designed to gain economic objectives, and which are timely in the sense that they follow exhaustion of the compulsory conciliation procedures laid down in the legislation.

Even the strike for collective bargaining objectives is unlawful if it is untimely, he said. As well, strikes for recognition, sympathy strikes designed to bring pressure to bear on a secondary employer, strikes designed to force the employer to accept the union's interpretation of an agreement, strikes to protest employer action beyond the framework of the agreement, strikes of political protest—are all unlawful. Not only are such strikes unlawful, but activities conducted in association with them, or in substitution for them, are equally unlawful.

The Lawful Strike

"Nowhere is the collision of public policy and private law concept more dramatic than in the controversy over the status of employees lawfully on strike. . . . One important test of the legal efficacy of the strike is the degree to which the law tolerates employer sanctions against strikers. Obviously, the right to strike would be illusory indeed if the strike could be brought to an end by the discharge of the strikers. . . .

"The position of the legally striking employee is relatively secure, in the sense that both by compulsion of law and by economic pressure, he is likely to retain his status. Some strikers are vulnerable to economic pressure through loss of pension and other benefits, against which the law offers little protection. In effect, this may mean that strong unions will be able to shield strikers against such pressure by retrieving any losses when the strike is settled, while weak unions will not.

"One further problem, which is presently of more theoretical than practical significance, is the ability of an employer to forestall a strike by engaging in a lockout. The ability to select the occasion of conflict may have great tactical value—the union prefers peak production periods, the employer prefers a slack season—but so far, few employers have seized the initiative. . . ."

Unlawful Strikes

The situations in which strikes are unlawful are reasonably clear, said Prof. Arthurs. They involve an evaluation of timeliness rather than purposes. The interesting questions in this area relate rather to the development of sanctions against illegal action, and to the willingness of courts and other tribunals to apply these sanctions selectively and sensitively.

Those two last terms—"selectively" and "sensitively"—demand explanation, he pointed out, because most lawyers feel that wrongful action should automatically invoke panel sanctions, or a right in the injured party to reparation. Yet the illegal strike is not only a law problem; it is the symbol of a life-problem. In the selective and sensitive imposition of sanctions, some contribution can be made to the equitable adjustment of the tension-creating differences which gave rise to the strike. Because the ultimate good in our labour relations system is the maintenance of a strong and effective collective bargaining relationship, considerations of restitution and retribution may sometimes be sacrificed if they weaken the relationship.

"Predictably, the courts have proved largely unresponsive to policy considerations in giving remedies against illegal strikes. Illustrative of their approach has been a series of cases in several provinces involving failure to comply with statutory strike-vote requirements. Despite the existence of evidence that legislatively required or regulated strike votes seldom affect the incidence of strikes, courts tend to view the vote as a matter of great importance. The obvious fact is that workers "vote" most emphatically by supporting the strike or by crossing the picket-line, rather than by casting ballots. Yet the courts of British Columbia, Nova Scotia, Alberta, and Manitoba have held strikes unlawful because of imperfect compliance with voting requirements. . . .

"The right of an employer to dismiss his illegally striking employees has likewise been treated as a self-evident truth

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The Impact of New Information-Processing Technology

The general level of employment and unemployment is dependent upon the monetary and fiscal policies of government and is not connected with "automation," or technological improvement, according to Herbert A. Simon, Professor of Computer Sciences and Psychology, and Associate Dean of the Graduate School of Industrial Administration at Carnegie Institute of Technology in Pittsburgh, Pa.

In the second of two lectures delivered at the University of Toronto in October on "The Impact of New Information-Processing Technology", Prof. Simon dealt with the effect of this technology on the economy. The first lecture was in the nature of an introduction, but it was also concerned with the effect of technology on managers.

In the second lecture, Prof. Simon discussed several misconceptions, as he considered them, about the effects of automation. Automation, he contended, would not cause large-scale unemployment; it would not make it necessary to remove a large part of the population from the labour market in order to enable society to consume all that it could produce; it would not make it impossible for people to find employment because they lacked skills that had economic value in the new technology; and rapid technological change would not cause intolerable transitional hardships.

The speaker also gave his reasons for thinking that the rate of technological progress would not increase much beyond the present rate. During the past century and a half, per capita production had increased at an average rate of perhaps 2 per cent a year. The present rate might be slightly higher, but it was almost certainly less than 3½ per cent.

Prospects for Productivity

"If the rate of innovation were the sole determiner of productivity change, there would be no reason for postulating a ceiling," the speaker said. "But there is one other crucial limit. Invention transforms itself into productivity only as it becomes embodied in machines and the skills needed to use them. The rate of investment in capital and training is the main regulator of technological change.

"Today in the United States, new investment (gross, not net) in computers and associated equipment accounts for well under 1 per cent of the gross national product. Rapid automation would require, among other things, a rapid increase in that percentage. But such an increase can only come about as a result of decreases in other forms of investment—unlikely in an expanding economy—or increases in the rate of saving. All the evidence suggests that capital and skilled manpower will continue to be scarce resources that will limit technological change to rates that will not differ greatly from the present one."

Passing on to consider the supposed threat of large-scale unemployment as a result of automation, Prof. Simon said that there had been a generalization in economics known as Say's Law which asserted that overproduction of goods and services in general was impossible "because the income from the sales of goods and services, distributed to the workers and investors who contributed to its production, is precisely the amount needed to purchase those same goods and services."

The experience of the Great Depression, however, had shown that there must be some fallacy in Say's Law. "John Maynard Keynes, among others, showed precisely what was wrong, and what must be done to amend the law. The revised Say's Law asserts that it is always possible for government, by regulating the money supply, interest rates, and the public deficit or surplus, to maintain incomes at a level adequate to purchase the goods and services that are produced. With proper government monetary and fiscal policies, overproduction can always be prevented, at any level of employment, including substantially full employment.

"Everything that has happened in the past 25 years gives us reason to believe that the revised Say's Law is correct. The American economy needs to provide two million new jobs each year to balance the increase in the working force, and two million additional new jobs for workers 'displaced' by increasing productivity. But of course, basically, it is the entrance of new population into the labour force that creates their new jobs—for they represent not only an addition to labor but an equivalent addition to prospective demand. In the same way, productivity growth creates new jobs by releasing purchasing power for new products and services. It is a matter of chickens and eggs, or, more literally of a dynamic steady state whose equilibrium can be guaranteed by government policy.

Alarm About Unemployment

"Alarm about widespread unemployment to be created by automation rises and falls inversely with the business cycle. The latter-day Luddites, who think we must smash the machines to prevent unemployment, have been rather quiet the past couple of years in the face of statistics of rising employment. They will become noisy again whenever the economy experiences a recession. They are right to object to unemployment; they are wrong in directing their protests at automation, instead of urging the correction of the situation by proper government policies. Two centuries of technological progress have demonstrated that any level of employment is compatible with any level of productivity."

The speaker also dismissed the idea that, even if purchasing power were adequate, the increase in production would in time lead to a situation in which all that could be produced could not be consumed. He pointed out that experience showed that people had little trouble in finding ways of pending increased income, and that increased purchasing power led to the development of new wants.

He also contended that if increased productivity were made use of partly as a means of increasing leisure, the result would not necessarily be bad for character or for human happiness. He admitted that some of the manifestations of the increased wealth of society probably indicated that "we are suffering, collectively, from the tastelessness of the

nouveau riche." He also agreed that increased leisure might be misused. But he intimated that some unattractive results of peoples' having more money and more spare time might be left to cure themselves.

Additional Leisure

Prof. Simon made the point that leisure was not something that would be forced upon society as a result of automation. "Notice . . .," he said, "additional leisure is not a makeshift, makework expedient to prevent unemployment; rather, it reflects our several decisions as to the forms in which we prefer to take our increased income."

He admitted that more money to spend was not synonymous with increased happiness. "A more tenable conclusion than either the hypothesis that humans only need more affluence and leisure to be happy, or the hypothesis that affluence and leisure will destroy them, is the notion that man has a very stable capacity for moderate happiness and unhappiness in a wide range of environments.

"As the world treats him better, he begins to expect more from it, and to be disappointed when his expectations are not met. If the world smiles less often, he gradually adapts himself to a more austere life, and balances what he has lost against the blessings that remain to him. . . . No matter what happens to the economy, once we have reached the point where acute physical needs are satisfied, and most physical pain alleviated, we can expect the sum total of human happiness—could we measure it at all—to be a rather stable quantity. We should not expect further changes in the amounts of goods or leisure to make much change in that. Whether you regard that as an optimistic or a pessimistic conclusion will depend on your aspirations for mankind.

A Place for the Unskilled

"So far we have been talking about averages: what technological change means for the society as a whole, or for the "average man" in it. The fear is sometimes expressed, however, that in the nearly-automated economy only electricians, engineers, scientists, and computer programmers will have employable skills. Are there any grounds for this fear?

"The rising average educational level of the labor force is often taken as evidence for the future unemployability of the unskilled, as is the strong correlation between educational levels and low/high unemployment rates. This diagnosis almost certainly confuses cause and effect. To understand trends in labor markets, we must understand the supply situation as well as the demand situation. The educational attainments demanded of job applicants depend as much on the supply of candidates with various amounts of schooling as upon the skill requirements of the job.

"Other things being equal, if an employer has a choice between a college graduate, a high school graduate, and a school dropout, he will pick them in that order. He has good reasons for doing so. In the first place, prospective employees may have learned certain things in school that enhance their competence as employees. At the risk of disloyalty to my profession, however, I am constrained to say that it is easy to exaggerate the vocational or professional value of what is taught in schools, and especially in universities, except possibly in some very specific professional curricula (and probably only for small fragments of these). 'Education' is such an obviously good thing that we overestimate the skill requirements of most jobs and the time required to obtain those skills on the job.

Acceptance of Standards

"A second, and more valid, reason for preferring the educated for employment is that diplomas provide the employer with a cheap and relatively efficient device for singling out those who, on the average, have a little more drive and are a little brighter than the usual run of job applicants. It is probably safe to say that those who drop out of school represent a generally less well motivated and less intelligent labor pool than those who persevere. It may even be that the college graduates are a smarter, more eager group than the high school students, although I think the evidence here is a little less clear, at least in the United States where the decision to go to college is simply a sign of acceptance of middle class standards.

"It is at least as true that the skills demanded by jobs adapt to the distribution of skills in the labor force as that the skills in the labor force adapt to the job demands. Both an unautomated and a highly automated economy are possible with quite widely varying levels of educational attainment in a society. For example, Germany, Japan, and England operate modern industrial economies today with a labor force whose average years of education are far less than the American average. Of course, they are also less productive, per unit of labor input, than the American economy; but it is unlikely that the difference can be attributed in any large extent to differences in the quality of labor. Moreover, we are not concerned here with the question of whether an educated labor force is more productive than an uneducated labor force, but whether unskilled labor is employable at all in an automated economy. The weight of theory and evidence suggests that it is—that man is the measure of all things, including jobs, and that the spectrum of jobs will adapt to the spectrum of available skills and abilities.

"Given the large and rapid increase that is occurring in the supply of highly educated employees, it is not even clear that the spread of wages between unskilled and highly skilled labor will increase. Perhaps the more serious question we face is whether college graduates will become demoralized if they find that they cannot earn much more than high school graduates.

Skills Remain About the Same

"Such evidence as is available from actual instances of factory and office automation also supports the view that automation does not greatly change the range of skills that is demanded. The studies that have been made to date show rather uniformly that average skill requirements remain about the same.

"Of course, evidence of what happens at the point of automation is not conclusive. We must also consider the skill requirements of the new jobs that are created by the income generated by technological progress. Here we know that employment in service industries is increasing, while employment in manufacturing and agriculture continues to decline. But 'service industries' are a mixed bag, including both highly skilled and demanding professional occupations, like physician and professor, and relatively unskilled occupations, like waiter and salesgirl. The rate at which automation proceeds in these several occupations . . . will respond, in turn, to the relative abundance or scarcity of suitable personnel.

"A man from Mars, visiting the Earth for the first time, might well be surprised to discover that the doors on buildings are tall enough to allow almost all people to pass through them without bumping their heads. He might conclude that this is evidence of natural selection in the evolution of the human species. He would be wrong, of course, because it has been the doors that have evolved in adaptation to the changing height of people, and not vice versa.

"Our man from Mars might also be surprised to find that the population possessed, collectively, just about the right

spectrum of skills to fill the jobs available in the economy. After reading the discussion above, he might conclude that in this case also, the whole burden of adaptation was not borne by man.

Who Pays for Change?

"The fifth question, Who bears the transition costs in a society undergoing rapid technological progress? is not as easily dismissed as the other four. A wheat farmer in western Canada is pleased to learn, I am sure, that rapid increases in agricultural productivity over two centuries have been the indispensable condition for Europe's and America's escape from Malthus. He would be even more pleased if he had not had to pay for this desirable result by long hours of hard work at low rates of pay. (His prospects are better at present than they have been for years, but only because of conditions of world population pressure that we all hope are temporary).

"Societies undergoing industrialization have been singularly inept in transferring transition costs from the shoulders of the few and distributing them among the many beneficiaries of progress. Part of the difficulty is built into the market mechanism itself, which is an important part of the machinery for regulating the economy.

"Adam Smith's 'unseen hand'—prices and markets—is a remarkable mechanism for motivating people to produce the goods that other people want, and to stop producing the goods they don't want. There are few of us today who believe so devoutly in laissez faire that we think the market mechanism can regulate the economy unaided by other tools and an appropriate legal framework. There are few of us, however (even in Socialist economies, with the recent reinvention of prices behind the Iron Curtain), who think an economy can be regulated, and human effort directed into productive channels, without any use of the mechanism.

Signal to Farmers

"Low agricultural prices, in laissez faire terms, are simply a signal to farmers that they should get out of the business of producing excess wheat—or whatever it is that is in excess—and find something else that is sufficiently wanted that they can produce at a profit. For a long time, that 'something else' was not something that could be produced on a farm. Hence farmers were faced with the alternative of living in genteel poverty on the homestead, or starting again at the bottom of the ladder in the city.

"In countries where farmers have had considerable political power—and have not had to rely primarily on export markets—governments have responded by subsidizing production that wasn't wanted, or wasting resources by restricting inputs. If we decry such policies as bad economics, we should not ignore the problems that gave rise to them. Our task is to find ways of eliminating agricultural (or any other) overproduction without imposing serious hardship on farm families.

"We generally prefer, with good reason, to motivate people with rewards than with punishments. We should prefer to pull them from the farms—if that's where too many are—by the attraction of alternatives, rather than to push them from the farms with poverty. An affluent society can afford to do that, and hardly any society can afford not to. The place for us to apply our imagination, then, is in devising schemes that will make it easy for people to acquire new skills in occupations where labour is scarce, to move to places where labour is wanted, and to move jobs to places where labour is available. This hardly seems too difficult an undertaking if we put our minds to it, and make it a central objective of public policy."

Strikes in Canada

Continued from page 176

by the courts, but has evoked different responses from specialized labour tribunals. The labour relations board and arbitration boards have struck a more deliberate balance between the employer's interest in discipline and the employee's predictable, although illegal response to provocation."

Equitable Relief

The discretionary nature of equitable relief administered by the courts in granting injunctions might be thought a convenient tool for striking a fair balance, in labour relations terms, between the parties, the speaker continued. But, despite the fact that the earliest reported labour injunction case in Ontario did hold that an employer's unconscionable conduct disentitled him to relief, because it had provoked the union into illegality, this doctrine has never flourished.

"If the courts have been loath to withhold the injunction remedy in deference to considerations of labour relations policy, they have not been reluctant to extend the remedy to deal with new situations which seem ripe for judicial intervention. Quite apart from the controversial use of injunctions to regulate picketing, there appears to be a growing use of the injunction to stop the strike itself. . . .

In summary, then, said Prof. Arthurs, the courts have developed what is essentially a new remedy, the injunction restraining a strike. In so doing, they have chosen to rely on thin distinctions, and only seldom have acknowledged that they were engaged in creative law-making. It cannot remain unnoticed, however, that despite their willingness to enforce personal service contracts against illegal strikers, they have not yet overcome their traditional antipathy toward forcing an employer to retain an employee in his service. Finally, at least in so far as the injunction against breach of the no-strike cause is concerned, in Ontario such injunctions would appear to be precluded by the Rights of Labour Act, Section 3, which states:

> A collective bargaining agreement shall not be the subject of any action in any court unless it may be the subject of such action irrespective of any of the provisions of this Act or of *The Labour Relations Act*.

"This section, no doubt, has led to the development in Ontario of a substantial body of arbitral jurisprudence as a substitute for the court decisions found elsewhere. . . ."

An End to Strikes?

"Let me conclude . . . by suggesting that neither civil nor criminal nor administrative sanctions will themselves prevent strikes. . . . The experience of countries where strikes are outlawed verifies it. Whether those countries are democratic, like Australia, or totalitarian, like Spain, strikes do occur. We are therefore put to a choice of alternatives: either accept the strike as an unhappy but inevitable phenomenon, or devote considerable social resources and human energy to the elimination of the causes of strikes. The English have chosen the former alternative, and the Scandinavians the latter. In certain critical areas of employment, we have decided to do away with strikes and replace them with some other satisfactory technique of fixing wages and working conditions.

"Whether we have devoted sufficient care to the provision of substitute procedures remains to be seen. My point is, simply, that we will only end strikes when we abandon our preoccupation with their juridical characteristics, and focus on their root causes. . . ."

Manpower Planning in Industry

A study prepared for the Economic Council of Canada surveyed 17 companies to determine their projected future manpower requirements and the extent of their planning in this direction

Planning for an adequate supply of the various types of manpower needed has been largely neglected by Canadian companies in their general plan of operations, according to a report titled *Manpower Planning in Industry* that was prepared for the Economic Council of Canada. The report, which is called a case study, and is Staff Study No. 18 of the ECC, was published in August. The authors are B. A. Keys and H. H. Wright.

The study was a survey of 17 companies that were thought to represent as broad a cross-section as possible of industry and commerce in Canada. In 1965, these companies were employing a total of some 350,000 persons, which was about 5 per cent of the total Canadian labour force. The number of employees in each company thus averaged about 20,000.

The data provided by these companies for the survey were consolidated and summarized in order to show the expected trends in manpower requirements by education and by occupation. The participating companies made it clear that they did not pretend to be able to predict their requirements accurately, either in numbers or in qualifications required, for as long as five years ahead. Moreover, they regarded it as proper and necessary that there should be a considerable amount of changing about among persons with certain types of training. For example, one type of engineering, scientific or technical training was considered to be about as suitable and useful as another in a number of different industries and in several occupations.

Job Opportunities

The study showed that the projected requirements were greatest for the higher levels of education (university), but because these higher levels made up a rather small proportion of the work force (5½ per cent), the greatest number of new job opportunities was expected to be for those who had graduated from high school, and who were expected to comprise 34 per cent of the work force by 1970.

"Along with this evidence of greatly increased job opportunities for those with higher educational attainment, goes comparable anticipated financial rewards. Census statistics in recent years have revealed that, generally persons with a completed high school education have had lifetime earnings approximately 50 per cent greater, and persons with a university degree almost triple those with elementary schooling only."

Regarding the general findings of the survey, the report says, "Summarizing the quantitative type of result within the group of companies surveyed, the greatest requirements in terms of rates of growth are shown in the areas where the greatest shortages already exist—for example, in the technical, professional, managerial and skilled categories.

"From an educational standpoint, a marked shift in preferred requirements is indicated toward higher levels of formal education. . . . It is noteworthy, though, that the labourer group, which shows a slight decline in its proportion of the work force, will account for a significant share of anticipated new requirements. . . ."

Manpower Plans Inadequate

Although nearly all the companies were in the habit of laying plans for capital investment for some time ahead, the report says that not much importance has so far been attached to making plans to provide for an adequate supply of trained manpower to carry out the capital plans successfully.

"One of the companies surveyed estimated that, over the past five years, capital expenditures of some $30,000,000 had been withheld, representing almost as much as [was] actually spent, because they did not command the manpower resources required to make reasonably sure that the proposed expansion could proceed on a sound and sustainable basis."

Another company thought that the present shortage of manpower was often not one of real shortage, but rather of the inefficient use of existing manpower resources. It suggested that if all those now employed were used efficiently, there might be a surplus of competent manpower.

Variety of Programs

"A wide variety of company training programs was encountered among the companies surveyed, ranging from in-company business administration courses for management trainees to complete apprenticeship training for skilled tradesmen. Some companies sponsored extensive off-premises courses; others had no formal program for those wishing to update or upgrade their skills. Still others complained that school facilities were not utilized sufficiently to meet retraining needs, and some acknowledged that they were not fully aware of the types of education and training being offered by their local school systems."

Most of the companies considered that their greatest difficulty in forecasting future manpower requirements lay in estimating their future sales and the effect of technological change.

One of the conclusions reached in the report was that "within the oft-repeated limitations, our results do indicate, within the group of companies surveyed, a definite trend toward higher educational requirements and, concurrently, declining job opportunities for those with limited education. The growth in educational requirements increases broadly as higher levels of education are reached, and is pronounced for university post-graduates, for technological institute graduates, and for high school graduates with trade or vocational school training . . ."

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Layoff and Recall at Ford-Windsor

A report of the Ontario Economic Council examines the effect on employees of the Ford foundry and engine plants of the re-organization of production facilities arising from the Canada-United States Automotive Agreement.

A report on a study of events associated with the layoff and recall of 1,302 permanent, unskilled workers at the Ford Motor Co., arising out of the re-organization of the engine and foundry plants in Windsor, Ont., has recently been published by the Ontario Economic Council under the title, *The Impact of Layoff and Recall at Ford-Windsor.*

The report, which is by C. M. Birch and J. B. Gertz of the University of Windsor, says, "While the layoff period was disruptive and often difficult, there was little evidence of extreme hardship, as measured by children leaving school, families losing homes or selling household furniture, or appeals to the city for assistance."

The study, which is based largely on interviews with a number of the employees who were laid off, gives an account of the events leading to the Ford Company's decision to re-organize production facilities, some description of what was involved in the re-organization, and then supplies statistical and other detail about the experiences of the employees who were affected by the layoff.

"The first layoff of 493 men occurred at the end of June, 1965; the second layoff of 809 men took place in the middle of August. Two thirds of the personnel involved in the first layoff were re-employed at Ford after being off work five to seven months; 93 per cent of those in the second layoff were re-employed about four months after their layoff . . .

"Of the 1,082 men who returned, 267 did not use unemployment compensation (UC) or supplemental unemployment benefits (SUB) while laid off, either because they were working or because their layoff period was short. There were 327 men who averaged $68 a week in combined UC and SUB benefits. The remainder (about 30 per cent) had various combinations of UC and SUB.

"The men in the first layoff drew benefits for seven or eight weeks on the average, and virtually all who used benefits exhausted them half way through the layoff period. Those in the second layoff drew benefits for 11 or 12 weeks, and most of them found their benefits lasting for the full layoff period, since they also were entitled to a paid vacation of two or three weeks . . .

"In the second layoff, those affected lived for the most part on UC, SUB, and past savings; the men in the first layoff also relied on these resources, but most importantly, they found temporary work. At least 90 per cent of those in the first layoff were gainfully employed while away from Ford. About 15 per cent in the second layoff obtained temporary work—probably all who actively sought work. At least half the men who found employment held their jobs for the full layoff period.

"Most of the 220 who did not return to Ford went to work right away, without using either UC or SUB. Some of the men left Windsor, a small number retired, but most found jobs in the immediate area. On the basis of last referral by the National Employment Service, they found work as labourers in other auto plants, in feeder or parts plants, or in related companies."

The report emphasizes the point that the availability of alternative temporary work during the time of the layoff did a great deal to mitigate its effects. "The experiences of the Ford workers may well be unique, and not duplicated as non-automotive plants modernize, reorganize or automate. The tremendous demand for automobiles, arising out of a prosperous economy, and especially the sizable growth in demand generated by the Canada-United States Automotive Agreement, made it possible in late 1965 and early 1966 to call back relatively quickly all those laid off at Ford, and to hire several hundred additional workers as well.

"But what if demand had been stable or declining? . . . As it happened, however, there were numerous openings in local industry for unskilled workers. But in less prosperous times, their economic experiences might well have been quite different. When temporary jobs are available, laid-off men are not inclined to take training programs. Whether those workers would have participated in such programs under other circumstances is speculation. At least it is reasonable to think that ordinarily a training program would be needed, not so much for the workers who will be recalled—Ford has shown that the employer can retrain the workers as they are recalled—but for those who will not be recalled for an indefinite time.

"The men at Ford did not need to develop job mobility, except to a very limited extent. Ordinarily such development would be of critical importance. One fact which emerged was that the older men (in sharp contrast to the younger men) were not hired into production jobs in other factories."

The company found that in practice it was not able to arrange the layoffs and recalls in the orderly manner that, theoretically, should have been possible. The recall timetables proved to be especially difficult to plan, "so much so that they were altered almost daily." It turned out that the length of layoff was shorter than had been expected.

"Late April of 1966 was the estimated date of last recall. In fact, all were back by late February, and several hundred new men were hired in March and April. The production schedules tentatively established in September were not only met, but output exceeded expectation substantially for the following seven or eight months."

8th Session, ILO Inland Transport Committee

The Inland Transport Committee of the International Labour Organization adopted six resolutions during its Eighth Session, which was held from November 21 to December 2 at ILO headquarters in Geneva.

The subjects covered by the resolutions were:

—technical co-operation in training in the various fields of transport;

—railways modernization and rationalization;

—problems of concern to road transport workers;

—problems of dock workers;

—questions of concern to workers on inland waterways; and

—problems affecting workers in civil aviation.

The principal questions discussed by the Committee were those dealing with collective bargaining and pay structure in rail transport.

Delegates and observers, representing governments, employers and workers of 28 countries attended the session. Countries represented were: Austria, Belgium, Brazil, Canada, Ethiopia, Finland, France, Federal Republic of Germany, India, Israel, Italy, Japan, Malaysia, Mexico, Morocco, The Netherlands, New Zealand, Nigeria, Pakistan, Poland, Sweden, Switzerland, Turkey, U.S.S.R., United Arab Republic, United Kingdom, United States of America, and Uruguay.

The Canadian delegation was as follows:

Government Delegates—D. S. Tysoe, Industrial Relations Officer, Canada Department of Labour (Head of Delegation); and John M. Millons, Economics and Research Branch, Canada Department of Labour.

Worker Delegates—J. E. McAllister, Executive Assistant to the National Officers, Canadian Brotherhood of Railway, Transport and General Workers; and Charles Smith, Vice-President, Brotherhood of Maintenance of Way Employees.

Employer Delegates—George Milley, Employee Relations Officer, Canadian National Railways; and W. L. Jacobsen, Manager, Labour Relations, Canadian Pacific Railway.

Rosario Purpura, deputy member of the Italian Government on the ILO Governing Body, and government member of the tripartite delegation of the governing body to the Committee, presided over the Eighth Session. He was assisted by two vice-chairmen, Ernst Moor, employer delegate, Switzerland; and Emile Haudenschild, worker delegate, Switzerland.

The Committee, discussing collective bargaining and settlement of disputes in rail transport, stressed that trade unions should be associated as closely as possible in determining wages and working conditions for railway workers.

The Committee believes that the most desirable form of such association is collective bargaining, which has the advantage of bringing together, for the purpose of reaching agreement, parties that are particularly competent to handle issues involved. The Committee also felt that collective bargaining helps to promote industrial peace.

In the interests of both employers and employees, the Committee considered that there should be a balanced pay structure covering the various branches in the undertaking.

To work out the structure, the Committee recommended that the parties involved should take as their starting point the following basic principles:

—a guaranteed minimum wage, which should be sufficient to ensure to the worker a reasonable standard of living above the subsistence level;

—in determining the wage, account should be taken of family needs, including, among other things, food and its nutritive value, housing, clothing, medical care, and education; and

—the elimination of any discrimination made on the basis of race, colour, sex, religion, political opinion, national extraction, nationality or social origin, or any other distinction, exclusion or preference that has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

Collective Bargaining

Continued from page 172

and very old workers, has caused friction and problems for management and for union leaders as to the relative emphasis to be placed on 'cash' and 'security' items in settlements. But whatever the cause, and whether we like it or not, management and labour officials must recognize this new fact of life and develop appropriate policies and approaches for this new work force.

Bargaining Procedures

"A final trend in collective bargaining, but one still moving frightfully slowly for the problems at hand, is the development of new mechanisms and procedures to supplement formal collective bargaining negotiations. One of the main areas of application here has been in the field of manpower and work adjustments to technological change.

"It is clear that labour and management must involve themselves in various forms of regular and frequent discussion (supported by research and fact-finding) away from the crisis atmosphere of contact negotiations in order to come to grips with some of the complicated problems facing them. Such approaches should at least introduce a more businesslike rationality into bargaining relations, develop a better understanding of critical issues, and neutralize potential conflict over misunderstanding of factual and trivial issues. . . .

"In order to make collective bargaining function more effectively in today's new complex environment, many more resources also will have to be devoted to research, fact-finding, and analysis of our problems by governments, labour, management, trade associations, universities and other independent bodies. Although some encouraging results have been achieved recently in some areas, there still remains much to be done.

"Another important job for both labour and management is to develop mechanisms for transmitting these economic facts of life down the line to lower levels in their organizations. At the same time, we badly need increasing opportunity and forums for dialogue between labour and management, not only about the problems in their own sphere, but also in broader economic and social areas. . . ."

PRICE INDEXES

Consumer, January 1967

The consumer price index for January (together with the F-1 table) has been withdrawn this month, owing to an advance in printing schedule deadlines. It will reappear in the April issue.

City Consumer, December 1966

The consumer price indexes (1949=100) advanced between November and December in five of the ten regional cities, declined in three and remained steady in two. Movements ranged from an increase of 0.3 per cent in Vancouver to a decrease of 0.5 per cent in Ottawa.

Food indexes were lower in seven cities and higher in three. Housing indexes rose in six cities and remained steady in four. Clothing indexes increased in five cities, decreased in four and were unchanged in one.

Transportation indexes were higher in all cities except Ottawa, where a fractional decline was noted. Health and personal care indexes edged upward in one city, downward in four and remained constant in five. Recreation and reading indexes were higher in six cities and remained unchanged in four. Tobacco and alcohol indexes held steady in all cities except Edmonton-Calgary, where an increase resulting from higher prices in alcoholic beverages was recorded.

Regional consumer price index point changes between November and December were: Vancouver +0.4 to 139.9; Saint John +0.3 to 141.8; Montreal +0.3 to 143.9; Toronto +0.2 to 148.3; Saskatoon-Regina +0.2 to 137.3; St. John's −0.1 to 127.2*; Winnipeg −0.2 to 140.5; Ottawa −0.8 to 144.7; Halifax remained unchanged at 139.2; Edmonton-Calgary remained unchanged at 136.5.

Wholesale, December 1966

The general wholesale index rose to 261.3 in December, up 0.2 per cent from the November index of 260.7 and 2.3 per cent higher than the December 1965 index of 255.4. Five of the eight major group indexes were higher; two declined. The non-ferrous metals products group index was unchanged at 232.6.

The animal products group index advanced 0.7 per cent to 297.2 from 295.0 in November on price increases for livestock, fresh meats, hides and skins. The chemical products group index advanced to 212.3 from 212.2; the non-metallic minerals products group to 195.1 from 194.9. The iron products group index declined 0.6 per cent in December to 266.9 from 268.5 in November; the textile products group index declined 0.3 per cent to 251.9 from 252.7.

The vegetable products group index advanced in December to 229.1 from 227.2 in November; the wood products group to 341.1 from 340.6.

*On base June 1951=100.

Residential Building

The price index of residential building materials (1935-39=100) increased in November by 0.1 per cent to 346.9 from 346.5 in October, and to 152.1 from 152.0 on the base 1949=100. The price index of non-residential building materials (1949=100) remained at the October level of 150.9.

The price index of residential building materials (1935-39=100) decreased to 346.8 in December from 346.9 in November. On the base 1949=100, the December level was unchanged from 152.1 in November. The price index of non-residential building materials (1949=100) declined to 149.6 from 150.9.

U.S. Consumer, December 1966

The United States consumer price index for December has been withdrawn this month, owing to an advance in printing schedule deadlines. It will re-appear in the April issue.

British Retail, November 1966

The British index of retail prices (Jan. 16, 1962=100) had risen to 118.1 on November 15 from 117.4 in mid-October. The index was 113.6 in mid-November 1965.

The rise in the index during the month was due mainly to increases, largely seasonal, in prices of household coal, eggs and tomatoes. The index for the food group as a whole rose by 1 per cent to 116.6, compared with 115.4 in October.

The index for the fuel and light group rose by nearly 3½ per cent, and the transport and vehicles index and the services index rose by 0.5 per cent, compared with October. In the remaining six groups there was little change.

New era for Canadian nurses

A new era has begun for Canadian nurses, says Elsbeth Geiger of Toronto, president of the Registered Nurses' Association of Ontario, "and the impact will be felt across the whole province of Ontario." Miss Geiger was commenting on the retroactive contract made between the nurses' association and the Riverview Hospital, Windsor, Ont. The contract, spanning June 1, 1966 to May 31, 1968, gave the Windsor nurses an immediate raise of $25 a month and a promise of two more raises in three years.

Other terms include increased shift pay, a uniform allowance of $25 a year, increased sick leave, payment for extra education, provision for grievance and arbitration procedures, and checkoff dues to the nurses' association.

The Riverview Association was organized with the help of the RNAO employment relations department and was certified as a bargaining unit under the Labour Relations Act, January 21, 1966.

Ministry of Labour formed in Ireland

A bulletin from the Department of External Affairs in Ireland has announced the setting up of a new department called the Ministry of Labour. It will assume all the functions of Government in regard to labour affairs, including industrial relations, manpower policy and the administration of legislation relating to the protection of the interests of workers. These were functions that had previously been handled by other Government departments.

The report said that one of the department's main tasks would be to establish a research section, and representatives of employers and trade unions were asked to contribute ideas.

The new minister will be responsible for working out the Government's plans for giving workers a greater degree of security in employment, for the extension of training facilities, for the introduction and operation of redundancy compensation arrangements, and for initiating and bringing into operation a fair employment code. It was reported that the basic reason for the Government's decision to set up a new department was to devote more attention to the "human side of economic life."

Employment and Unemployment in December

Employment in December, estimated at 7,173,000, was 17,000 lower than in November. The decrease followed an unusually large decline between October and November. The labour force, at 7,439,000, was 254,000 or 3.5 per cent higher than a year earlier. Employment was up 240,000 or 3.5 per cent over the year.

Unemployment showed a smaller than seasonal increase, rising by 28,000 to 266,000 between November and December, and was 14,000 higher than a year earlier.

Unemployment in December represented 3.6 per cent of the labour force, compared with 3.5 per cent in December 1965 and 4.1 per cent in December 1964. Seasonally adjusted, the December 1966 unemployment rate was 3.6 per cent.

Employment

Total employment in non-farm industries declined slightly from November to December. Decreases during the month were chiefly in construction and manufacturing; increases occurred in trade, and in community, business and personal service.

During the past year, job opportunities for women have increased substantially. In December, the number of employed women was 129,000, or 6.2 per cent higher than a year earlier; employed men increased by 111,000, or 2.3 per cent. Manufacturing accounted for more than half of the year-to-year increase in total employment. Large increases occurred also in community, business and personal service, trade, and in transportation and other utilities. All regions shared in the year-to-year advance in employment; the largest percentage increases were in British Columbia and Quebec.

Unemployment

Unemployment increased by 28,000 to 266,000 between November and December, a relatively small increase for this time of year. Compared with a year earlier, unemployment was up 14,000. Of the 266,000 unemployed in December, some 215,000 had been unemployed for three months or less.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days—instead of the previously requested period of 14 days—to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Manpower Planning

Continued from page 180

The report mentioned three essential basic steps in effective manpower planning:

—future requirements for both the types and numbers of employees needed should be estimated as far ahead as possible;

—an inventory of present personnel should be made to give a clear view of existing resources;

—measures should be taken, when necessary, to match the qualifications of present employees more closely with job requirements; to establish training programs when it is necessary to improve qualifications; and to recruit new employees from outside the firm when needed.

The report emphasized the need for employers not only to estimate their future manpower needs, but also to devise some systematic method of enabling this information to be passed on to the authorities responsible for education and training. "Hence it is our further recommendation that formal steps be taken by educators, employers and governments to arrange for a systematic exchange of information on basic trends in forward manpower requirements . . ."

"In conclusion," the authors say, "it is clear that if we are to relate educational and training programs more closely to emerging trends and changes in occupational requirements, then it is essential that longer-range planning of manpower needs be carried out by all major sectors of the economy, by business firms, by labour organizations, by educational systems and by governments."

The 43-page bulletin may be obtained from the Queen's Printer, Ottawa, price $1 a copy.

Wage Schedules Prepared In December

During December the Department of Labour prepared 163 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 138 contracts in these categories were awarded.

In addition, 70 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipement were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	123	$157,348.00
Post Office	6	434,227.32

During December, the sum of $11,294.93 was collected from 23 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 233 workers concerned.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(000's)		
TOTAL CIVILIAN LABOUR FORCE* (000)	Dec. 10	7,439	+ 0.1	+ 3.5
Employed (000)	Dec. 10	7,173	− 0.2	+ 3.5
Agriculture (000)	Dec. 10	485	+ 0.6	+ 3.2
Non-agriculture (000)	Dec. 10	6,688	− 0.3	+ 3.5
Paid workers (000)	Dec. 10	6,177	− 0.4	+ 4.9
At work 35 hours or more (000)	Dec. 10	5,927	+19.5	+ 2.2
At work less than 35 hours (000)	Dec. 10	1,060	−46.5	+ 9.6
Employed but not at work (000)	Dec. 10	186	−25.6	+12.0
Unemployed (000)	Dec. 10	266	+11.8	+ 5.6
Atlantic (000)	Dec. 10	36	+16.1	−18.2
Quebec (000)	Dec. 10	93	+ 8.1	− 4.1
Ontario (000)	Dec. 10	65	+ 8.3	+ 8.3
Prairie (000)	Dec. 10	32	+23.1	+10.3
Pacific (000)	Dec. 10	40	+14.3	+81.8
Without work and seeking work (000)	Dec. 10	243	+11.0	+ 4.7
On temporary layoff up to 30 days (000)	Dec. 10	23	+21.1	+15.0
INDUSTRIAL EMPLOYMENT (1961=100)	September	124.9	− 0.6	+ 4.9
Manufacturing employment (1961=100)	September	126.9	− 0.3	+ 4.8
IMMIGRATION	1st 9 mos.	144,534	—	+33.3
Destined to the labour force	1st 9 mos.	74,333	—	+33.8
STRIKES AND LOCKOUTS				
Strikes and lockouts	December	59	−28.1	+ 1.7
No. of workers involved	December	12,602	−55.5	+37.2
Duration in man days	December	153,310	−31.0	+77.3
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	September	$98.81	+ 4.5	+ 7.2
Average hourly earnings (mfg.)	September	$ 2.27	+ 1.3	+ 6.6
Average hours worked per week (mfg.)	September	41.2	+ 0.2	− 0.5
Average weekly wages (mfg.)	September	$93.59	+ 1.8	+ 6.3
Consumer price index (1949=100)	December	145.9	+ 0.3	+ 3.6
Index numbers of weekly wages in 1961 dollars (1961=100)	September	111.8	+ 1.6	+ 1.9
Total labour income (000,000.)	September	$2,578	+ 2.6	+11.8
INDUSTRIAL PRODUCTION				
Total (average 1949=100)	November	290.3	+ 1.4	+ 5.9
Manufacturing	November	260.3	+ 0.5	+ 5.3
Durables	November	270.9	+ 1.5	+ 5.1
Non-durables	November	251.2	− 0.4	+ 5.5
NEW RESIDENTIAL CONSTRUCTION†				
Starts	November	12,406	+10.0	−23.7
Completions	November	10,921	+18.3	+19.0
Under construction	November	73,405	+ 2.3	−25.8

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. †Centres of 5,000 population or more.

By the Women's Bureau

Female Membership in Labour Organizations

The second report under the Corporations and Labour Unions Returns Act,* recently issued, shows that there were 255,541 women members in labour organizations across Canada reporting under the Act.

The number, accounting for 16.3 per cent of the total membership reported, includes organized women workers in the 10 provinces, Yukon and the Northwest Territories and constitutes an increase of 22,292 over the total of 233,249 reported in the 1962 return (L.G., Jan.-Feb. 1966, p. 31).

The increase of 9.5 per cent in the number of women members exceeded that of both male members, which increased by 2.2 per cent, and total members, which increased 3.4 per cent. It also exceeded the 4 per cent increase in the female labour force during the same period.

Organizations required to report under the Act include international, national and regional unions, and any other organization of employees formed for the purpose of regulating relations between employers and employees. A union with fewer than 100 members resident in Canada is, however, exempt from the terms of the Act. Data in the report are classified under three categories — international unions, national unions, and government employees' organizations.

Returns Filed with DBS

Reporting organizations are required to file a two-part return with the Dominion Statistician. The first section, from which the foregoing data are derived, gives the name of the union, addresses and principal officers, the union constitution, nationality of officers, name and address of each local union or branch in Canada, the number of male and female members, particulars of trusteeship, and the name and address of the employer.

The second section of the report covers aspects of the financial structure of the labour movement — income and expenditures, assets and liabilities, receipts from members, payments for salaries, wages and strike benefits. These items are classified as "privileged" and are published only in summary form. Appended to the report is a list of reporting organizations showing the number of locals and membership in Canada in 1962 and 1963, as well as the percentage change.

The accompanying table, based on the data in the report, covers aspects of women's participation in reporting labour organizations.

Continued on page 197

	1962	*1963*	*Change*
Women members in all reporting labour organizations	233,249	255,541	+22,292
Male members	1,279,084	1,307,843	+28,759
Total membership	1,512,171*	1,563,384	+51,213
No. of organizations reporting women members	119	132	+ 13
No. of organizations reporting no women members	50	42	— 8
Total number of organizations reporting	169	174	+ 5
Organizations reporting majority of women members	24	24	none
Locals reporting women members	2,785	3,938	+ 1,153
Total number of locals	7,873	7,995	+ 122

*Revised figure is not total of male and female members, revised figures for which are not available.

Women Members of all Reporting Labour Organizations in Canada by Region

	1962		*1963*			
Region	*No.*	*Per Cent of Total Membership*	*No.*	*Per Cent of Total Membership*	*Numerical Increase*	*Percentage Increase*
Newfoundland	984	4.5	1,022	4.7	38	3.9
Nova Scotia	3,850	8.1	4,529	9.2	679	17.6
P.E.I.	247	10.1	410	15.3	163	66.0
New Brunswick	3,093	9.9	4,553	12.8	1,460	47.2
Quebec	68,023	19.4	74,429	20.2	6,406	9.4
Ontario	95,140	14.7	103,626	15.4	8,486	8.9
Manitoba	9,042	12.8	10,651	14.8	1,609	17.8
Saskatchewan	10,580	22.1	11,300	23.1	720	6.8
Alberta	12,181	15.9	13,190	17.2	1,009	8.3
B.C.	28,024	14.5	30,058	15.4	2,034	7.3
More than one province	1,830	7.9	1,551	8.3	—279	—15.2
Yukon	78	5.7	95	5.3	17	21.8
N.W.T.	83	9.2	127	11.0	44	53.0
Other (London, Eng.)	94	58.0	—	—	—	—
TOTAL	233,249	15.4	255,541	16.3		

Women Members by Type of Labour Organization

	1962		*1963*	
	No.	*%*	*No.*	*%*
International unions	111,270	47.8	123,552	48.3
National unions	79,203	33.8	88,626	34.7
Government employees' organizations	42,776	18.4	43,363	17.0
TOTAL	233,249	100.0	255,541	100.0

*Corporations and Labour Unions Returns Act, Report for 1963, Part II Labour Unions, Dominion Bureau of Statistics, November 1966, 9806-504.

By the Civilian Rehabilitation Branch
Department of Manpower and Immigration

The Rehabilitation Scene in Saskatchewan

Expansion of services and initiation of new ventures in the field of vocational rehabilitation were the main accomplishments of the Saskatchewan Council for Crippled Children and Adults during 1966.

An experimental regional vocational assessment clinic was held in Moose Jaw at the request of several local agencies. A staff team consisting of a psychologist, a social worker, a vocational evaluator and a program director spent five days in carrying out a complete vocational assessment on some 40 clients referred for this service. These persons were interviewed and given a full set of tests. The program was well received, and three similar clinics are already planned for other centres during 1967.

Training for Service Occupations

During 1966, the Council started a new project in Saskatoon designed to prepare handicapped young men, 16 years of age and over, for competitive employment in the service industries — garages, hotels, restaurants, warehouses, etc. This program is sponsored by the Saskatchewan Department of Education.

Most of the students taking the course had left school too soon to qualify for regular technical school or trades training, and almost all found it difficult or impossible to obtain employment without training. The course, which runs for a period of six months provides both classroom instruction and actual on-the-job training. Instruction includes lectures and demonstrations in budgeting, banking, basic first aid, traffic safety, personal hygiene and numerous other topics related to everyday living.

Individuals from the community are brought in to instruct the students about the world of work and the community in which they live. The Canada Manpower Centre provides lectures on employment opportunities, how to register, etc., and the Department of Labour gives instruction on the Minimum Wage Act, employee rights and related topics. The Saskatoon City Police offer lectures and films on traffic, pedestrian and vehicle safety.

There are few jobs in which the ability to operate a vehicle is not an advantage to the employee. Driver-training is offered to all students except those suffering from epilepsy. Classroom instruction is given by the program supervisor, and the road work is given through the facilities of a private driver-training school. This is a highlight of the course for the students and nearly all make high marks in this subject.

On-the-job experience or field training is provided in service stations, warehouses, bottling works, cafeterias, hotels, auto-body shops, floor-covering establishments and construction companies in the neighbourhood. A student usually receives four-week assignment periods in different jobs to provide a variety of work experience. Careful checks are made on each student's progress, and interviews are held with the employers to evaluate his performance at work.

The young men come to Saskatoon from all over the province, and they are accommodated in boarding houses in the city. They are referred for admission to the program by guidance counsellors from high schools and technical schools, social workers from the Departments of Welfare and Rehabilitation, and through the Department of Education.

This course was instituted following the successful completion of a pilot project in Regina in 1965. Sixteen students were accepted for the course in Saskatoon which ran from April 1 to September 30, 1966. All but two have successfully completed the training and are now in permanent employment. Another class with an enrolment of 22 is under way, and all are doing well.

Service Station Serves as Training Centre

In October the Council in co-operation with the Royalite Oil Company opened a service station in Saskatoon. The purpose of this project is to train handicapped young men as service station attendants. Instruction regarding oil, greasing, spark plugs, radiator and battery checks and minor repairs is part of the service station attendant's program. This project has been welcomed by all sections of the service station industry because of an extreme shortage of personnel in the service station trade.

In April 1966 the Parkland Sheltered Workshop opened in Yorkton. The program is aimed at preparing physically and mentally handicapped persons for the world of work.

The workshop is divided into three sections—woodworking, ceramics and sewing. At present, the woodworking shop is engaged in turning out 36,000 wooden stakes to be used in highway surveying. They can make about 2,000 a day. Other items manufactured in the woodworking shop include shipping crates, garbage can stands, lawn furniture, clothes racks and picnic tables. Mugs, coffee sets, ash trays, and numerous types of ornaments are turned out by the ceramics department. Simple sewing and weaving are taught.

The shop also offers a repair service for soft drink cases and milk crates, and a salvage department for the cleaning and sorting of metal and small parts.

Eighteen persons are employed at the centre, but the number is expected to increase to 70.

The Yorkton workshop is the sixth of its kind in the Province of Saskatchewan. The workshop in Saskatoon, which began operations in 1954 with 6 or 7 handicapped employees, now has more than 100 persons employed, and this year it moved to new quarters with accommodation for up to 150 workers.

The workshops are sponsored jointly by the Council for Crippled Children and Adults and the Association for Retarded Children in the province of Saskatchewan.

Another joint venture of these two organizations is a day care program for severely handicapped children, most of whom are both physically and mentally handicapped.

Marina Creations Expands

Marina Creations is a branch of the Homebound Department of the Society for Crippled Civilians, whose headquarters are in Toronto; and its work is training and assisting handicapped persons in making artistic articles in their own homes. The sales outlet of this organization in Regina has recently moved to a new, more central situation; and the move has led to a dramatic increase in sales, and consequently to increased opportunities for handicapped persons who manufacture these luxury gift articles.

By the Section on Older Workers
Civilian Rehabilitation Branch
Department of Manpower and Immigration

Counselling Is the Key to Successful Placement

In a 1963 message to the United States Congress, the late President John F. Kennedy said, "Denial of employment opportunities to older persons is a personal tragedy. It is also a national extravagance, wasteful of human resources. No economy can reach its maximum productivity while failing to use the skills, talents and experience of willing workers.

"Studies of the (U.S.) Department of Labor show that large numbers of older workers can exceed the average performance of younger workers, and with added steadiness, loyalty and dependability.

"In the (U.S.) federal Government, a number of steps are being taken to facilitate employment opportunities for older workers. I am asking all federal agencies to review their current policies and practices in order to ensure that full consideration be given to the skills and experience of older workers. I urge all employers, private and public, to adopt a similar policy."

Top Priority

The late President selected the older worker problem as one that merited top priority. Under the direction of the Federal Employment and Guidance Service (FEGS), a vocational rehabilitation project for older disabled workers had been conducted in New York City during the four-year period ending December 31, 1961. The favourable experience of this particular study provided support for the President's statement, and became the prototype for selected demonstration projects in other parts of the U.S.

Dr. Herbert Rusalem, FEGS research consultant, under the auspices of the Federation of Jewish Philanthrophies in New York City, produced a report that does much to dispel misconceptions regarding the working ability of older persons. In addition, the report provides encouragement, not only to the older workers, but also to the counsellors, placement officers, rehabilitation personnel and others intimately concerned with this growing problem.

In New York City, clients were referred to the project by the state vocational rehabilitation agency. Each client was given one or more interviews and, if needed, psychological testing or a three-week workshop evaluation, or both. Following this evaluation, a case conference selected the most appropriate plan for each client. In addition to counselling, the following services were available: personal adjustment training, vocational training, immediate placement in industry, and referral for non-vocational services. Alternately, the client might discontinue the program for reasons related to his health, motivation, or decision to leave the labour market.

Clients who completed personal adjustment training were offered a choice of placement in industry, placement in a long-term sheltered workshop, or complete withdrawal from the labour market. Vocational counselling was available at every step in the rehabilitation process, and when further service was considered advisable, referrals were made to other agencies. All clients were assured of an active placement service or a sheltered workshop environment, both of which were designed for this particular group.

The criticism has frequently been made that rehabilitation agencies are somewhat unwilling to establish programs for older rehabilitation clients. The resources of such agencies are, however, invariably limited, and other groups of applicants may appear to offer greater opportunity for successful rehabilitation. A study of the data from the New York project, on the contrary, shows that this demonstration was weighted in favour of the older disabled unemployed client.

Eight hundred and fifty-three older disabled persons were registered during the life of the project, and detailed statistics were maintained on the first 700 registrants. The average age was 63.3 years, 81.7 per cent were males, and 99.2 per cent lived in New York City.

More than two thirds had cardio-vascular or orthopedic disabilities, almost two thirds had a second disability, and 30.7 per cent had a third disability. The average educational level was 7.8 years, median period of unemployment before admission to the project was 18.5 months, more than two thirds had been service or manual workers, 95.5 per cent had significant physical limitations, 24.8 per cent were affected mentally, and 42.2 per cent had significant emotional limitations.

Of the 700 clients, 91, or 13 per cent, withdrew during the course of the project, leaving only 609 available for placement. After evaluation and training, 27 persons were considered unfit for placement, but six of these ultimately found jobs. Of the 582 available for placement, 486 were able to get one or more jobs—a total of 1,043 jobs, or a placement rate of 79 per cent. A number of these placements, it is true, were in temporary jobs or in undesirable occupations, but subsequent inquiry showed that more than half of those placed had remained on the job longer than six months. Severity of disabilities, earning limitations imposed by social security regulations, and client preference necessitated a high percentage of part-time jobs. Thirty-five per cent of all jobs obtained were for less than a full working day.

Counsellor Expectation Experience

Clients who moved from intake workshop evaluation to personal adjustment training received three sets of ratings to determine "placeability." Others received one or two sets of ratings. Those considered "ready for immediate placement" were grouped with others considered placeable, after completion of specified rehabilitation services. Of this group, 95.2 per cent obtained one or more placements. The lowest rating was given to those considered "non-placeable even in a sheltered workshop." Even in this lowest group, 24.1 per cent obtained one or more placements during the project.

The New York City experience demonstrated that vocational rehabilitation services for older disabled persons are not only socially desirable, but are also economically and operationally practical. It also demonstrates that counsellors have the capability to determine the most, and least placeable members of a group; but, even among counsellors acquainted with the problems of aging, there is a pronounced tendency to underestimate the employment potentialities of older disabled workers.

Condensed from *Teamwork in Industry*
Published by the Labour-Management Consultation Branch

The Edmonton Labour-Management Conference

The largest area labour-management conference held in 1966 took place in Edmonton last November, when 463 labour, management and government delegates met to consider how to improve "effective communications in industry."

Keynote speaker was C. Roy Brookbank, Industrial Relations Associate and professor in the Department of Commerce, the Institute of Public Affairs, Dalhousie University, Halifax. Prof. Brookbank stressed the need to improve perception in communications, noting that ". . . we talk, but we do not communicate. We hear but we do not really listen. When we do listen, we do not understand because we do not take the time nor make the effort to perceive the situation from the other side's point of view."

During the workshop discussions, the delegates split into small groups to consider various topics within the general theme. One subject, "how communications can promote a climate for more effective collective bargaining," brought forth the great need for opening, and keeping open, a continuing, two-way channel of communications between labour and management at all times.

Come Prepared

Delegates thought that such a channel, using regular labour-management joint consultation committee meetings, would help each side to understand the position taken by the other. When it came time to negotiate a contract, the two groups would come to the table better prepared to negotiate through knowledge, rather than through what could be incorrect assumptions.

Groups studying this topic also felt that there should be "no accidental leaks" to the press from undisclosed but "reliable" sources during negotiations; that each side should police its own people to keep negotiations secret until ratification. It was stated that such leaks to the press not only harmed the actual contract talks, but also allowed one side to seek public sympathy to the detriment of the other group. The groups also concluded that "there is an urgent need to improve the public's understanding of collective bargaining and its problems."

The news media came in for criticism for printing "half-facts" about contract settlements, but the delegates agreed that part of the responsibility for this lay with the negotiating parties, which fail to demand that the complete facts be made known.

Again, referring to the collective bargaining discussion groups, the delegates declared that, after the contract had been signed, both union and management should hold explanatory meetings so that every one knew the exact meaning of the agreement. They agreed that this was especially important for supervisors and shop stewards who had daily need to interpret the contract.

Company Frankness

The delegates emphasized that much misunderstanding among employees about company policies and positions could be dispelled if the company gave them more facts about its plans and competitive position, and possibly distributed to them the annual report to shareholders.

It was thought that, as both management and the union use "highly skilled individuals to negotiate, there is often a communications gap between the negotiators and the people they represent."

Throughout all the group reports on this topic, the main theme was the necessity to increase effective communications between labour and management on a day-to-day basis in order to improve the general quality of industrial relations.

The groups discussing "communication as it relates to education, employee training and development" consolidated all their findings into a series of seven recommendations, urging that:

(1) in-plant labour-management committees be established;

(2) labour and management adopt equally serious approaches to all retraining and upgrading programs;

(3) management assume a responsibility to create an atmosphere of good faith by communicating its policies and attitudes regarding education, training and development;

(4) management ensure that all employees be kept informed as to work performance, strong points as well as weak;

(5) the worker himself, or through his union communicate his ambitions and needs for self-improvement, retraining, education and development;

(6) management and labour make certain that both have personnel with the authority to communicate with each other; and

(7) joint labour-management consultation be adopted on an industry-wide basis.

The conference was jointly sponsored by the Canada Department of Labour, Alberta Department of Labour, Canadian Labour Congress, Alberta Federation of Labour, Canadian Manufacturers' Association, Edmonton and District Labour Council, Edmonton Chamber of Commerce, Personnel Association of Edmonton, Edmonton Construction Association, Edmonton General Contractors' Association, and the City of Edmonton.

Certification and Other Proceedings

Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for three days during December. The Board granted five applications for certification, rejected one such application, and ordered two representation votes. During the month, the Board received seven applications for certification, and allowed the withdrawal of two such applications. The Board also received one request for review of an earlier decision; in the case of another such request, it re-affirmed its earlier decision.

Applications for Certification Granted

1. *Syndicat national des employés de Cargill Grain, CSN,* on behalf of a unit of grain handlers employed at Baie Comeau, Que., by Cargill Grain Company Limited, Winnipeg, Man. (L.G., Dec. 1966, p. 740). The International Brotherhood of Pulp, Sulphite and Paper Mill Workers and Baie Comeau Elevator and Dock Workers, Local 977, had intervened.

2. Professional Transport Workers' Union of Canada, on behalf of a unit of drivers employed by J. Ronaghan Trucking Ltd., Clover Bar, Alta. (L.G., Dec. 1966, p. 741). The Truckers, Cartagemen, Construction & Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America had intervened.

3. Professional Transport Workers' Union of Canada, on behalf of a unit of employees of Western Asphalt Distributors (Alberta) Ltd., Calgary, Alta. (L.G., Dec. 1966, p. 741). The Truckers, Cartagemen, Construction & Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America had intervened.

4. Professional Transport Workers' Union of Canada, on behalf of a unit of truck drivers employed by Veteran Transfer Ltd., Edmonton, Alta. (L.G., Jan., p. 41).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of traffic department employees of B.C. Airlines Limited, Vancouver, B.C. (L.G., Feb., p. 128).

Application for Certification Rejected

1. *Syndicat National des Employés de Three-Rivers Elevators Ltd., de Trois-Rivières (CSN),* applicant, Three-Rivers Elevators Ltd., Trois-Rivières, Que., respondent, and Ernest Gravel, *et al.,* interveners (L.G., Dec. 1966, p. 741). The application was rejected after permission for its withdrawal was denied the applicant.

Representation Votes Ordered

1. Professional Transport Workers' Union of Canada, applicant, and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362, General Truck Drivers and Helpers, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Northern Industrial Carriers Ltd., Edmonton, Alta., respondent (L.G., Jan., p. 41; Dec. 1966, p. 740). The Board directed that the names of both applicant unions appear on the ballot (Returning Officer: D. H. Cameron).

2. Lorne McEwen and William Publow, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Teamsters, Chauffeurs, Warehousemen, and Helpers, Local 91, General Truck Drivers, Local 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondents (L.G., Dec. 1966, p. 741). The Board ordered a vote of the employees following a public hearing of an application for revocation of certification affecting the above parties (Returning Officer: A. F. Tulloch).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Applications for Certification Received

1. International Association of Machinists and Aerospace Workers, on behalf of a unit of employees of *Aeronaves de Mexico S.A.,* Toronto, Ont. (Investigating Officer: S. Emmerson).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedores and other employees employed by Henderson Lumber Company Limited, Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedores and other employees of Rudolphe van der Walde (Canada) Ltd., Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedores and other employees employed by Williams & Simpson, Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

5. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the North Burnaby, B.C., terminal of the Midland Superior Express Limited, Calgary, Alta. (Investigation Officer: D. H. Cameron).

6. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed at Oakville, Ont., by M. Rawlinson, Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

7. United Steelworkers of America, on behalf of a unit of employees of Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man. (Investigating Officer: A. E. Koppel).

Applications for Certification Withdrawn

1. Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union,

applicant, and National Harbours Board, Vancouver, B.C., respondent (general unit) (L.G., Jan., p. 41).

2. Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, applicant, and National Harbours Board, Vancouver, B.C., respondent (security men) (L.G., Jan., p. 41).

Requests for Review under Section 61(2)

1. The Board received a request by the General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America for review of the certificate issued by the Board on June 6, 1966, which certified the union as the bargaining agent for a unit of driver-helpers employed on leased tractors by Arrow Transit Lines Ltd., Winnipeg, Man. (L.G., Aug. 1966, p. 455). Named as respondents were Arrow Transit Lines Ltd., Kingsway Freightlines Limited, and John Kron & Son Limited, all of Winnipeg, Man., and Kingsway Transports Limited, Agincourt, Ont.

2. The Board issued a decision in a request for a review affecting the Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 879, and General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Overnite Express Limited, Hull, Que., respondent, and Canadian Transportation Workers' Union 192, NCCL, intervener (L.G., Jan., p. 40). Following a new representation vote by the employees affected, the Board reaffirmed its decision of June 2, 1966 and again denied certification to the applicants.

Conciliation and Other Proceedings Before the Minister of Labour

By the Conciliation and Arbitration Branch

During December, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Alaska Cruise Lines, Ltd., Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

2. Central Truck Lines Limited, Val d'Or, P.Q., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

3. Pacific Western Airlines Limited (IFR pilots) Vancouver International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: D. S. Tysoe).

4. National Harbours Board, Vancouver, and Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Cronkwright Transport Limited, Simcoe, Ont., and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 129).

2. Bristol Aviation Services, Montreal International Airport, and Lodge 869, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier) (L.G., Feb., p. 129).

Conciliation Board fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between CHAB Ltd. (CHAB-TV) Moose Jaw, Sask., and National Association of Broadcast Employees and Technicians (L.G., Jan., p. 41) was fully constituted in December with the appointment of His Honour Judge B. Moore of Swift Current, Sask., as chairman. Judge Moore was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. A. Wilson of Regina and Ray L. King of Moose Jaw, who were previously appointed as nominees of the company and of the union.

Board Reports Received

1. Consolidated Aviation Fueling and Services Limited, Montreal, and Lodge 869, International Association of Machinists and Aerospace Workers (L.G., Jan., p. 42).

2. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Dec. 1966, p. 742).

Settlement After Board Procedure

The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal, and Local 57, Office & Professional Employees' International Union (Bell Unit) (L.G., Feb., p. 138).

Settlement After Strike Action

Rod Service Ltée, Montreal, and *Le Syndicat National des Employes de Rod Service (CSN)* (L.G., Feb., p. 138).

Strike Action After Board Procedure

Consolidated Aviation Fueling and Services Limited, Montreal, and Lodge 869, International Association of Machinists and Aerospace Workers (see above).

Dispute Lapsed

Autobus Yvan Levis Ltée, Chomedey, Que., and Local 903, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., 1965, p. 933).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

By the Legislation Branch
Canada Department of Labour

Legal Decisions Affecting Labour

The Manitoba Court of Queen's Bench has ruled that a trade union is a legal entity under the Manitoba Labour Relations Act and under the Common Law

The Alberta Supreme Court has upheld the jurisdiction of provincial courts to review proceedings before the Canada Labour Relations Board

MANITOBA COURT OF QUEEN'S BENCH

On September 16, 1966 Mr. Justice Hall of The Manitoba Court of Queen's Bench dismissed a representative action by union members for accounting for union dues. The Court ruled that unions were legal entities capable of suing and being sued in their own names, both under the Manitoba Labour Relations Act and under the Common Law. Consequently, union members had no status to bring a representative action.

Action for Accounting of Union Dues

Officers of Local 459 of the Amalgamated Clothing Workers of America brought a representative action on their own behalf, and that of all other members of the local, against Utility Glove Company for accounting of union dues. Plaintiffs sought an accounting of money that they alleged the company, in breach of a collective agreement and Section 15(b) of the Manitoba Labour Relations Act, failed to deduct as union dues from wages earned by union workers.

Representative Action Contested

The company objected to representative action and contended that, since the union was a legal entity, the action should have been brought in its own name.

In his reasons for judgment, Mr. Justice Hall referred to Section 46A of the Manitoba Labour Relations Act, which reads:

> 46A. (1) Any employers' organization, trade union, employer, employee, or person who,
>
> (a) does, or authorizes, or aids or abets the doing of anything prohibited under this Act; or (b) fails to do anything required to be done under this Act; or (c) authorizes, or aids or abets in the failure to do anything required to be done under this Act; is liable for general or special damages, or both, to anyone who is injured or suffers damage by the act or failure.
>
> (2) A party to a collective agreement, or any employer, employers' organization, or a trade union, that is bound by a collective agreement, who or which is in breach thereof, is liable for general or special damages, or both, and may be sued by any other party thereto, or person bound thereby, who is injured or suffers damage as a result of the breach.
>
> (3) For the purposes of suing or being sued as permitted under this Act, employers' organizations and trade unions are legal entities capable of suing or being sued.

This section was enacted by the Manitoba Legislature in 1962 but was not proclaimed until 1963.

Counsel for the plaintiffs contended that the union may sue or be sued in representative capacity only, and referred to *Re Walterson and Laundry & Dry Cleaning Workers Union and New Method Launderers Limited;* (L.G. 1955, p. 565).

Counsel for the company stated that there are conflicting authorities as to the legal status of trade unions, and referred to *Re Bakery and Confectionery Workers' International Union of America Local 389, Winnipeg, and Brothers Bakery Limited* (L.G. 1962, p. 955); *and Dusessoy's Supermarkets St. James Limited v. Retail Clerks Union Local 832, et al.* (L.G. 1961, p. 818).

Reference was also made to *International Brotherhood of Teamsters and Henry Therien* (L.G. 1960, p. 276).

Mr. Justice Hall noted that the events giving rise to the litigation at bar occurred in June 1962, but that the action was not commenced until July 1964. Plaintiffs sought a civil remedy for breach by the company of Section 15(b) of the Manitoba Labour Relations Act concerning deduction and payment of union dues. In essence, this was an action for damages for violation of the statutory right. The Section reads as follows:

> 15. Where a party to a collective agreement has given notice under Section 13 to the other party to the agreement, . . .
>
> (b) if a renewal or revision of the agreement or a new collective agreement has not been concluded before the expiry of the term of, or termination of, the agreement, the employer shall not, without consent by or on behalf of the employees affected, decrease rate of wages, or increase rates of wages for the purpose of impairing the bargaining position of a certified bargaining agent or alter any other term or condition of employment in effect immediately prior to the expiry or termination provided for in the agreement, until (i) a renewal or revision of the agreement or a new collective agreement has been concluded; or (ii) a conciliation board or mediator appointed to endeavour to bring about agreement, has reported to the minister and seven days have elapsed after the report has been received by the minister; whichever is earlier, or (iii) the minister has advised the employer that he has decided not to appoint a conciliation board. . . .

Union's Legal Status to Sue

In the opinion of Mr. Justice Hall, the issue at bar was whether the union was a legal entity capable of suing in its own name to recover damages from the defendant company for breach by it of Section 15(b) of the Labour Relations Act. In his view, the union was such an entity, and therefore plaintiffs had no status to bring a representative action.

He stated further that, although Section 46A had no application to the case at bar, Subsection (3) thereof explicitly confirmed, by deliberate re-instatement, the rights and liabilities of employer organizations and trade unions as they then existed under the Act, in light of the reasoning in *Therien's* case.

In other words, according to Mr. Justice Hall, Subsection (3) is declaratory of the law is stated in *Therien* and other cases. He referred to and quoted from the decision of Mr. Justice Monnin in *Contractors Equipment and Supply (1965) Limited v. Building Material Drivers, Warehousemen and Helpers Local 914* (L.G., Apr. 1966, p. 173) the following passage:

> We accept the statement of Locke, J. in the *Therien* case, concurred in by the other members of the Court when he said at page 278: In my opinion, the appellant is a legal entity which may be made liable in name for damages either for breach of a provision of the Labour Relations Act or under the common law.

Representative Action Improper

Mr. Justice Hall dismissed the action on the ground that the union in the case at bar was a legal entity capable of suing in its own name, and that the union members had not status to bring a representative action.

Senkiw et al. v. Utility Glove (1961) Limited 66 CLLC, para. 14, 153.

ALBERTA SUPREME COURT

On July 29, 1966 Mr. Justice Riley of the Supreme Court of Alberta, in *certiorari* proceedings to quash a certification order issued by the Canada Labour Relations Board, held that provincial courts have jurisdiction to make orders in the nature of *certiorari* against the Canada Labour Relations Board which itself has a jurisdiction that extends into all the provinces of Canada; and that, in spite of the privative clause contained in Section 61(2) of the Industrial Relations and Disputes Investigation Act, a Superior Court may review an order of the Board if there has been a breach of the rules of natural justice.

Summary of Facts

On June 3, 1966, the Canada Labour Relations Board certified Amalgamated Transit Union, Division 1374, as the bargaining agent for a unit of employees of Brewster Transport Company Limited. The company applied for an order of *certiorari* to quash the certification order on the grounds that: The Board had no jurisdiction to hear the application for certification or to make a certification order; the Board erred in law in holding that the sightseeing business carried by the company was a connecting undertaking within the meaning of Subsection (b) of Section 53 of the IRDI Act; at the date of the application for certification (January 21, 1966), no part of the company's undertaking extended beyond the limits of the province of Alberta, or constituted an undertaking outside the exclusive legislative authority of the legislature of the Province of Alberta; the Board unlawfully refused to direct a vote to determine the true wishes of the employees; counsel for the company was denied information as to the identity or positions of the employees alleged to be members of the union, and was deprived of an opportunity to argue that one or more of such employees was in a supervisory position and, therefore, not an employee within the meaning of the Act.

On return of the motion, counsel for the union raised some preliminary points.

Jurisdiction of Provincial Courts

One preliminary point to be decided by the Court was whether the Supreme Court of Alberta has jurisdiction to make an order in the nature of *certiorari* against the Canada Labour Relations Board and its Officers.

In answering this question, Mr. Justice Riley noted that, in *Vantel Broadcasting Company v. Canada Labour Relations Board* (L.G. 1963, p. 57), the British Columbia Court of Appeal held that the Supreme Court of British Columbia had jurisdiction to *certiorari* the Canada Labour Relations Board, notwithstanding that it was a creation of the federal Parliament and that all its members resided outside of the jurisdiction.

On that occasion, Mr. Justice Davey stated that the Canada Labour Relations Board exercises its jurisdiction throughout the whole nation. Although the Board may sit in Ottawa, it pays no attention to provincial boundary lines, and operates without regard to them. It would be quite wrong to localize the Board in the province of Ontario, simply because its head office happens to be there, for the purpose of determining which provincial court has jurisdiction over it. Mr. Justice Davey concluded that the Board must be taken to be in the province in which it is exercising some aspect of its jurisdiction, or where its orders operate, and to be subject to the courts of that province.

The judgment of the British Columbia Court of Appeal in the *Vantel Broadcasting* case had been followed in Manitoba in *Federal Elec. Corporation v. International Brotherhood of Electrical, etc. and Canada Labour Relations Board* (L.G. 1964, p. 888) in which the Court stated:

> "Since the Board has jurisdiction in all parts of Canada, and since its orders can be enforced only in the courts of the province or provinces where those orders apply, which is where the parties affected reside or carry on business, it is logical that any attack upon the validity of an order of the Board should be made in the same court or at least in the same jurisdiction which has power to enforce the order, and not in the courts of another province whose only interest in the matter is that the Board's head office is in that province and the Board's meetings are held there.

Considering the case at bar, Mr. Justice Riley held that the respondent is exercising the main aspect of its jurisdiction, and that its order operates in the province of Alberta. The matter arose in this province. The judicial approach in the *Vantel* case consists of logic and common sense, and no considerations of administrative convenience or executive efficiency could impede Alberta subjects in their access to the Alberta courts.

Privative Clause and Review of Board's Proceedings

Mr. Justice Riley noted that Section 61(2) of the IRDI Act provides, in part, as follows: "A decision or order of the Board is final and conclusive and not open to question or review. . . ." In his view, the application to quash the certification order in the proceedings at bar raised the question of the initial jurisdiction of the Canada Labour Relations Board—that is, whether the business of the company in question is a work or undertaking to which the IRDI Act applies, and also whether the Canada Labour Relations Board may have deprived itself of jurisdiction by failing to uphold the rules of natural justice.

After reviewing various authorities, Mr. Justice Riley held that Section 61(2) does not preclude a Superior Court from bringing up and reviewing an order of the Board if there has been a breach of the rules of natural justice.

Other preliminary points decided by Mr. Justice Riley dealt with the applicability of Crown Practice Rules of Alberta to *certiorari* proceeding in civil matters, and with the limitations on admissibility of evidence that was before the Board.

Re Canada Labour Relations Board; Brewster Transport Company Limited v. Amalgamated Transit Union (1966) 57WWR, Part 7, p. 415.

Recent Regulations under Provincial Legislation

Alberta revises first-aid requirements

Quebec issues new safety rules for compressed-air workers

The Alberta Workmen's Compensation Board has revised its regulations respecting the first-aid services and equipment to be provided by employers.

In Quebec, new safety regulations for compressed-air workers have decreased the working periods in compressed air and provided for longer rest periods between shifts.

Other regulations are concerned with apprentices in the refrigeration mechanic trade in Alberta, the training and certification of chefs in Ontario, the qualifications of applicants for engineers' certificates in Alberta, and a new refrigeration code in British Columbia.

ALBERTA

Apprenticeship Act

The Provincial Apprenticeship Board has revised its regulations for the refrigeration mechanic trade. The new regulations were gazetted on December 15 as Alta. Reg. 399/66.

The minimum educational requirement remains Grade 9 or its equivalent, but the Director of Apprenticeship may now accept a person with less education, if he is recommended by a local advisory committee and passes the prescribed examination.

The term of apprenticeship is now four periods of 12 months each, with a minimum of 1,800 hours of employment in each period, including time spent attending prescribed technical courses.

The ratio of apprentices to journeymen remains one to one, with the exception that the Director may now authorize the employment of additional apprentices on the recommendation of the local advisory committee.

The minimum wage payable to an apprentice during the first period of his apprenticeship in the refrigeration mechanic trade is 50 per cent of the prevailing journeyman's rate. During the succeeding periods, the percentages are 60, 75, and 85. In no case may an apprentice be paid less than the applicable minimum wage fixed by the Board of Industrial Relations.

Boilers and Pressure Vessels Act

The regulations under the Alberta Boilers and Pressure Vessels Act governing engineers and firemen were amended with respect to qualifications of applicants for certificates. The new provisions were gazetted as Alta. Reg. 309/66 on September 30.

One change requires that candidates for a first-, second- or third-class engineer's certificate must have at least a "B" standing in the prescribed courses in science, mathematics and English. At the discretion of the Chief Inspector, credit for practical experience in lieu of educational prerequisites may be granted for a limited period.

Workmen's Compensation

New first-aid regulations made by the Alberta Workmen's Compensation Board, which went into force on December 1, laid down more stringent requirements with respect to the first-aid supplies and services to be provided by employers.

The regulations make it quite clear that it is the duty of every employer to provide and maintain the prescribed first-aid supplies and services without charge to the employees. In construction, the prime contractor will be deemed to be the employer of all persons employed at that work place, and will be responsible for ensuring that the required supplies and services are provided and maintained.

If injured at work, every employee, in turn, must avail himself immediately of the first-aid supplies and services provided by his employer.

One of the general rules stipulates that all first-aid supplies and services are to be located in a convenient place close to the working areas, and are to be available during working hours. Signs showing the location of these supplies and services are to be posted in a conspicuous place in the working area.

At every work place where one person is employed, including a truck or automobile, the employer must provide an approved first-aid kit containing the prescribed equipment, dressings, bandages and antiseptics. The regulations also specify the first-aid supplies to be maintained in the kits required for work places with from two to nine employees, and in work places where 10 or more persons are employed. These include a first-aid manual and a first-aid record book.

Unless the Board grants an exemption, there is to be a first-aid room at every work place where 100 or more workmen are employed. This first-aid room, which must be constructed and maintained in accordance with the prescribed standards, is to be under the supervision of a first-aid attendant or nurse. A stretcher, blankets and splints are to be kept at every work place occupied by 15 or more workmen.

After December 1, 1967 the employer must ensure that, in every work place where more than five workmen are employed, and which is more than five transportation miles from a physician or hospital, at least one employee on every shift has the required first-aid qualifications.

The Board may impose additional requirements, or it may approve any reduction or variation in the services, supplies or equipment as it deems necessary.

BRITISH COLUMBIA

Boiler and Pressure-Vessel Act

New regulations under the British Columbia Boiler and Pressure-Vessel Act governing mechanical refrigeration plants to be known as the "Refrigeration Code" were gazetted on December 22 as B. C. Reg. 257/66.

According to the explanatory notes, the new Code was considered necessary because of the rapid growth of refrigeration installations, such as skating rinks and cold-storage plants, and because of its application to the liquefied gas industry. Local contractors had also requested the establishment of such a Code.

In the preparation of this Code, the Department of Public Works was assisted

by a Provisional Advisory Committee consisting of three members of the Refrigeration and Air Conditioning Contractors' Association of British Columbia, and three members of the Refrigeration Workers' Union, Local 516.

The Code is essentially the Canadian Standards Association's Mechanical Refrigeration Code (B.52), with amendments to conform with the Act and the best of local practice. It comprises 22 divisions, with an appendix showing a colour code for piping. It applies to all refrigeration plants with a capacity exceeding three tons.

As well as laying down technical requirements for refrigeration systems, the Code authorizes the establishment of an advisory board; requires the submission of drawings and specifications to the Chief Inspector for registration and approval; provides for the annual licensing of refrigeration contractors; and establishes a permit system for new installations.

The Advisory Board is to be composed of the Chief Inspector, an inspector of Boilers and Pressure Boilers, a registered professional engineer actively engaged in the refrigeration field, three refrigeration contractors recommended by the refrigeration and air-conditioning contractors of British Columbia, and a person with a valid certificate of competency in refrigeration issued under the Apprenticeship and Tradesmen's Qualification Act recommended by an employees' association. Its duties will be to review evidence and make recommendations with respect to the suspension, revocation or cancellation of contractors' licences, and, on request, to assist the chief inspector with appeals.

NEW BRUNSWICK

Stationary Engineers Act

The regulations under the New Brunswick Stationary Engineers Act governing gas burning appliances and equipment were amended with respect to licensing requirements for persons who install or distribute liquefied petroleum gas. The new provisions (Reg. 66-39) were gazetted on December 14.

A new class of certificate has been established—L. P. gas cargo-liner operator—and it is now compulsory for every person who operates an L. P. gas cargo-liner to hold such a certificate, and to have it renewed annually.

NEWFOUNDLAND

In Newfoundland, the Provincial Apprenticeship Board has approved an apprenticeship training plan for the American Smelting and Refining Company, Buchans Unit. Gazetted as Nfld. Reg. 109/66 on December 6, the plan went into force on November 25 and applies throughout the province.

ONTARIO

Apprenticeship and Tradesmen's Qualification Act, 1964

The special regulations for cooks issued in 1964 have been replaced by new regulations for the trade of chef, which were gazetted as O. Reg. 375/66 on December 17.

In the new regulations, the trade of chef is designated as a certified trade, which means that certificates of qualification are now compulsory for persons engaged in this trade. The only exceptions are apprentices and persons who were already employed in the trade at the time of designation.

The rules respecting term of apprenticeship, ratio of apprentices to journeymen, and wages of apprentices are the same as in the previous regulations (L.G. 1965, p. 165).

QUEBEC

Industrial and Commercial Establishments Act

In Quebec, new regulations governing compressed-air workers were gazetted on December 10, replacing regulations originally issued in 1935 and last amended in 1947.

The preamble to the new regulations states that the special safety rules for compressed-air workers had been revised "to keep pace with the latest requirements of medical science and modern technology." In particular, it was deemed expedient to decrease the working periods in compressed air, and to increase the rest periods. It had also become necessary to control the decompression procedure, as had been done in Ontario and the State of New York, and to establish a compression procedure identical to that used in Ontario and France. New safety rules with regard to air supply were also added.

Before commencing work involving the use of compressed air, the employer must, as before, notify the chief inspector of commercial and industrial establishments, submit plans and specifications of the proposed construction and, in addition, must now have his written approval.

The maximum number of working hours in each 24-hour period, the maximum hours in each shift, and the minimum length of each ensuing rest period vary according to the air pressure. They are shown in a table. The rest period allotted for meals must never be less than one half hour, whatever the air pressure.

The pressure in a working chamber may not exceed 50 pounds for more than five minutes, except to ensure the safety of persons during an emergency. In such cases, the prescribed safety measures are to be observed, and the project physician must establish the compression and decompression procedures.

One of the rules relating to compression procedure stipulates that no person may go from his place of work to atmospheric pressure without being decompressed in the intermediate air lock.

The regulations also set out the decompression procedure to be followed. When the maximum pressure is under six pounds, pressure is to be reduced at a rate not exceeding five pounds per minute. When the maximum pressure is six pounds or more, pressure is to be reduced in three stages at the rates prescribed in the regulations. A copy of the table giving decompression periods is to be posted in the air lock, and at the controls outside the air lock.

A person may be decompressed, however, at rates not greater than twice the rates stipulated if:

—he has had previous experience with compressed air hazards;

—he has been subject to air pressure of not more than 30 pounds for a maximum period of one half hour and during that time has not done any manual work; and

—no other person is in the air lock while he is being decompressed.

The records to be kept by every employer must now show hours worked, decompression and rest periods, and all unfavourable symptoms observed or admitted by each employee leaving a compressed air area.

One of the new rules concerning air supply provides that two or more air compressors must be installed, so that, if one unit is not operable, the remaining unit or units will be of sufficient capacity to supply the air required for every working chamber and air lock. For caisson work, there must be at least two supply lines to supply air to each air lock and working chamber.

The compressors supplying the working chamber and air locks must be continually supervised by competent persons designated by the project superintendent. While work is being carried on, they must be checked every 24 hours to see that they are working properly.

The new regulations stipulate that, if a high-pressure air supply is brought into the working chamber to operate a ma-

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Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2618

In his appeal to the Umpire, dated May 12, 1966, the insurance officer summarized the main facts of the case as follows:

On January 25, 1966, the claimant filed his claim for benefit effective January 23. His last employment was as a labourer in forestry operations, from July 5, 1965 to January 11, 1966. He gave "shortage of work" as a reason for separation, and added, "Not available. Unemployed since. Have not been seeking employment." In another declaration he stated: "I am not interested in working between now and May 1966 when work at the [company] commences."

On February 7, the insurance officer disqualified the claimant from benefit from the beginning of his claim, on the ground that he had not proved that he was available for work.

The claimant appealed the decision to a board of referees, submitting that if he stated that he had withdrawn from the labour market on January 25, it was because he had misinterpreted the question, as he had been available for work since January 23. The unanimous decision of the board reads:

> The Board feels that it should not intervene for the following reasons: Availability is a matter of fact. The claimant having categorically stated that he was not interested in working before May 1966, it is obvious that his second statement is valueless, unless he proves that during his period of unemployment he was truly interested in working and made genuine personal efforts to find employment.
>
> For the above reasons the Board of Referees unanimously dismisses the claimant's appeal, and decides that the claimant has failed to prove that he was available from January 23 to February 23, 1966.

The board, however, reduced the disqualification of the claimant to one week —from January 23 to 31, 1966.

The insurance officer's grounds for appeal read:

The Board erred when it reduced the period of disqualification in this case, because . . . the Act . . . clearly specifies that an insured person is disqualified from receiving benefit in respect of every day for which he fails to prove that he was available for work. In accordance with the Umpire's decision in CUB 220, the insurance officer (the Board of Referees as well), before allowing a claim, must satisfy himself that the claimant also meets the requirement of the Act that he prove that he is available for work; and that, when a claimant does not meet this requirement, he is disqualified from receiving benefits, and remains so disqualified until he shows he is available for work.

Having decided that the claimant was not available for work from January 23 to February 23, 1966, the Board of Referees was bound by Section 54(2)(a) of the Act, and should have recognized that the claimant was therefore disqualified from receiving benefits for the entire period, as the Act does not provide for any reduction of this period of disqualification because of the claimant's age, nor any extenuating circumstances.

We submit that the decision of the Board of Referees be reversed and the insurance officer's decision restored.

Considerations and Conclusions

I am in complete agreement with the insurance officer's considerations in . . . the appeal. I therefore decide to allow the insurance officer's appeal.

Unemployment Insurance Report

The Unemployment Insurance Report, which usually precedes the Decisions of the Umpire, has been withdrawn this month, owing to an advance in printing schedule deadlines. Tables E-1, 2, 3 and 4 have been withdrawn for the same reason. Tables and text will re-appear in the April issue.

CUB 2623

The claimant filed an initial application for benefit on February 28, 1966. She reported employment as a switchboard operator, from 1964 to February 22, 1966, at a salary of $68 a week. She gave the following reason for separation:

> I left voluntarily because I was dissatisfied with the hours worked. I worked one week 7:30 a.m. to 12:30 p.m. and the next week 2 p.m. to 9 p.m. I worked 11 straight days before getting Saturday and Sunday off, and then started all over again. Requested a change, but not possible with the employer. Hours were changed in July 1965, when employer moved to a new building; former hours were 8 a.m. to 2 p.m. and 2 p.m. to 9 p.m. No preschool children. Unemployed from 23 February, 1966, seeking work from 28 February 1966. I am capable and available for day work 8 a.m. to 5 p.m.—no night work.

On March 2, 1966, the employer completed the separation form and commented: Resigned.

The personnel services supervisor of the company advised that the only difference in the claimant's hours since they had moved into the new building in July 1965, was the one week she had to start at 7:30 a.m. instead of 8 a.m. The actual hours worked were the same, 38½ hours one week and 32½ hours the next. It was the 7:30 a.m. starting that she did not seem to like.

The insurance officer notified the claimant that she was disqualified, and benefit suspended from February 27 to March 19, 1966, inclusive, because she had voluntarily left her employment with the company on February 22 without just cause.

The insurance officer was of the opinion that no change of contract existed, and that the claimant should have assured herself of other work if she found that the change in working hours was not to her satisfaction. A reduced disqualification of four weeks was imposed, as the hours

worked were slightly less than a full working week.

In an appeal to a board of referees, the claimant stated:

> . . . I wish to enter an appeal in regard to my insurance disqualification. I left the [company] due to the schedule being changed to hours that were impossible to work and maintain my health. I am capable of working, but want hours that would be beneficial to myself and family. I, therefore, feel I should be entitled to my benefits until such time you people obtain me a position or I obtain one myself. I would be pleased to attend a hearing on my behalf at your convenience.

The local office wrote to her suggesting that if her doctor had advised her to leave her employment, it would be in her own interest to submit proof of this. Her reply read:

> . . . I will gladly submit the name of my doctor who you may contact in reference to my health and to the condition of my nerves. My doctor did not advise me to quit my job, but suggested that it would be better if I obtained a position with better hours and less nerve wrecking. I am sure that if you contact [him] he will verify same. I trust this [is] all the information you now require and that I will be receiving some remuneration shortly. I am still available for work and still willing to attend a hearing at your convenience.

The insurance officer reviewed the file but did not consider that a change was warranted in his decision.

The claimant wrote again, saying that when the company moved to its new building, instead of starting work at 8 a.m., she had to start at 7 a.m., not 7:30 a.m. as stated. She said that this had obliged her to rise at 5:30 a.m. and take a taxi to work because there was no bus at a suitable time.

The board's unanimous decision reads as follows:

> . . . The claimant appeared at the hearing. She was accompanied by her husband.
>
> According to her oral evidence, she left her employment as a switchboard operator on February 22, 1966, for the reason that she was dissatisfied with the hours that she was required to work. One week she worked from 7:00 a.m. to 12:30 p.m. and the next week from 2:00 p.m. to 9:00 p.m. Claimant's letter of April 16, 1966 was given consideration as further evidence.
>
> According to the employer's written evidence, the actual hours claimant worked were 38½ hours one week and 32½ hours the following week.
>
> . . . It is the opinion of the board that in view of her occupation as a switchboard operator, the hours she was required to work were not unusual. It is the opinion of the board that the claimant should have assured herself of other work if she found the working hours were not to her satisfaction.
>
> . . . The claimant's appeal is dismissed. The decision of the insurance officer is upheld.

In her notice of appeal to the Umpire, the claimant repeated the explanation about her hours of work. She said that she had tried the new hours for six months and had several times asked her supervisor for a change of position. She repeated her statement about her having to take a taxi to work each morning, because there was no bus. She said that after "working 11 days straight on these hours, my health broke down and I had no other choice but to resign." She had tried to get other employment with the same company, but without avail.

Considerations and Conclusions

The claimant says, in her letter of March 25, 1966, that her doctor did not advise her to quit. Therefore, her contention that her working hours were injurious to her health are not substantiated.

Furthermore, the claimant has adduced no evidence as to why an hourly bus service, which would enable her to arrive at work at 8 a.m., would not also enable her to arrive at work at 7 a.m.

In fact, the only reason the claimant had shown for leaving her job was her own dislike of arising early in the morning. This is a purely personal reason, and the jurisprudence has long established that purely personal reasons do not constitute just cause for leaving a job within the meaning of section 60(1) of the Act.

As a consequence, and after taking into account that the insurance officer imposed a reduced disqualification, I decide to dismiss the claimant's appeal.

Women's Bureau

Continued from page 186

The percentage of women members in all organizations reporting (see first and second tables, page 186) was 15.4 in 1962 and 16.3 in 1963. Labour organizations reporting no women members dropped from 50, or 29.6 per cent of all reporting organizations, in 1962, to 42, or 24.1 per cent of reporting organizations, in 1963, indicating that eight hitherto all-male organizations had acquired women members. The number of organizations with a majority of women members remained unchanged from 1962. Locals reporting women members on their roster increased by 1,153, while the total number of locals increased by only 122.

Gains in numbers and in percentages were evident in every province. In the proportion of women to total membership, Saskatchewan led, with 23.1 per cent. In three provinces, Saskatchewan, Quebec and Alberta, the national average proportion of women in labour organizations was exceeded during both periods. Ontario, however, had the largest total number of women members, 103,626, and also experienced the largest numerical gain.

Nearly half the women workers involved (see third table, page 186) were members of international unions, about a third were in national unions, and one out of six was a member of a government employee organization.

Alberta laws of interest to women

"Laws of Interest to the Women of Alberta" is the subject of a booklet, the first published by the Women's Cultural and Information Bureau of that Province. The booklet is a revision of a similar publication that first appeared in 1962, and it brings up to date developments regarding the franchise, citizenship, property and civil rights, matters relating to marriage, welfare of children, labour welfare and criminal offences.

Copies of this 23-page booklet are available on request from the Women's Cultural and Information Bureau, Legislative Building, Edmonton, Alberta.

Conference to be held on arts of management

The sixth Arts of Management Conference sponsored by the Canadian Federation of Business and Professional Women is to take place from May 7 to 13, 1967 at the Ascot Inn, Toronto.

The annual week-long course, first held in 1962, was inspired by the Henley Administrative Staff College in England and was organized to provide management development training for women students.

Registration is limited to 40. Further information may be obtained from the Arts of Management Conference, 6 Adelaide Street East, Suite 810, Toronto 1, Ontario.

Department of Labour

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Canada; and a study of the feasibility of extending the surveys of wages, working conditions, labour organizations and collective bargaining into new or expanding areas of employment.

"With regard to new areas of employment, we are particularly anxious to know more about the extent and behaviour of organizations of workers in areas which are not now covered by the survey of labour organizations. We have evidence that there is considerable labour activity in these areas, particularly among professional and technical personnel, and personnel in the newer service sectors such as health, education and entertainment. Because of the rapidly growing importance of these areas of employment, it is important that they be included in our survey activities and that information on their industrial relations be made available on a regular basis."

Current Analysis

Mr. Saunders indicated that the branch carried out statistical studies of wages, working conditions, trade unions and collective agreements, based on the information collected in the various surveys it conducted. He gave as an example the information and analysis provided in the Labour-Management Research Series Bulletins on such subjects as income security, sickness and accident provisions, shift work, and collective agreement provisions in leading manufacturing establishments.

The subjects of these studies were selected for their timeliness and importance at the moment when the investigation was undertaken. For example, the branch was then engaged in studies of supplemental unemployment benefit plans in Canadian industry, industrial pension plans, provisions in collective agreements covering office workers, and collective agreement provisions connected with technological change. These subjects had been given high priority because of the number of requests the branch had received for information regarding them from labour, management, universities and other government agencies.

Plans were being made to conduct a study of private medical plans in Canadian industry, to bring the study of collective agreement provisions in manufacturing up to date, and to survey the new file of trade union constitutions that had been established in the branch as a result of the operation of the Corporations and Labour Unions Returns Act. It was planned to continue the policy of publishing the results of these surveys and studies in the Labour-Management Research Series Bulletins.

The branch also had a small unit working on regular analysis of the labour force, employment and unemployment, and other matters related to these.

Mr. Saunders pointed out also that the branch was responsible for a good deal of analytical work for senior officials of the Department and of other Government agencies; although, because much of this work was concerned with confidential matters, the results of it were not usually published.

Basic Research

The third main function of the branch, which he called basic research, was concerned with the investigation of problems, and with establishing and testing hypotheses, usually with the object of forming a sound basis for the evaluation and revision of policy, the speaker said.

This function had only recently been put on a regular footing, and its development dated from about the middle of the 1950s when the branch had first undertaken extensive research into training and manpower problems.

"About seven years ago the branch established a research section to undertake fundamental inquiries on a regular basis into wage and industrial relations problems. Progress and development of this activity have been hampered by difficulties in recruiting staff who are specially trained for this kind of research. During the past year, however, the branch has had some success in up-grading and expanding this activity.

"Much of the research done in this area of the branch is published through the Department of Labour's publication program, including its recently inaugurated Occasional Paper Series. Officers are also encouraged to make the findings of their research available through seminars, conferences and professional journals."

The speaker then went on to give some examples of projects of this kind that were being carried on by the branch. These included studies of wage determination, collective bargaining and industrial relations, and labour standards.

Wage Determination

Wage determination studies included a number designed to investigate the wage structure and the factors affecting it, the influence of collective bargaining on wage determination, the relation between wages and prices, and the impact of wage movements on the competitive position of Canadian industries producing largely for foreign markets, or especially exposed to foreign competition.

Examples of particular studies given by Mr. Saunders were:

(a) A study of the relationship between wages, costs of production and the international competitive position of a number of individual Canadian industries exposed to export or import competition. The study examines this relationship back to 1953 and includes international wage and cost comparisons.

(b) A study of the structure of collective bargaining and pattern bargaining in Canada. This study involves a description of the structure of collective bargaining in Canada and an industry-by-industry investigation in depth of the factors determining this structure; and an analysis of the extent and nature of pattern bargaining, that is, the inter-relationship of collective bargaining settlements in Canadian industry. The study includes an historical analysis of the structure of collective bargaining back to 1953, with some material and analysis being presented back to World War II.

(c) A study of wage-price relations. This study is a statistical investigation of these relations based on the extensive statistics which are available in Canada on an industry basis, especially wage and price statistics. These statistics are available for a number of years and since they are not available nearly to the same extent in other countries, they provide a unique opportunity for the staff of the branch to make an original contribution to the subject of wage-price relations, a subject which is uppermost in the minds of Canadians today.

Collective Bargaining

These studies were concerned with the way in which collective bargaining was dealing with new problems, and with the role of collective bargaining and the industrial relations system in the attainment of economic and social objectives, the speaker said. The study of the structure of collective bargaining mentioned above would supply some of the fundamental information needed for an understanding of collective bargaining relationships in Canada.

Another study has been begun on the impact of technological change on collective bargaining and industrial relations. The purpose of this study is to find out how technological change is affecting collective bargaining, and how collective bargaining is adjusting itself to problems

arising out of the introduction of new technology.

Information for the study comes mainly from the file of collective agreements kept in the branch. This is supplemented by field work designed to find out how the parties are in practice adapting themselves to new technology.

An experimental field study of the relationship between technological change and industrial relations in a large establishment is nearly finished, and a report should be ready for publication later this year.

An important study then being planned for the summer, Mr. Saunders said, was an investigation of collective bargaining in the construction industry. This study of collective bargaining and collective agreements would go back to the early postwar period. Besides its main purpose, this study would be useful in filling the considerable gaps that existed in the statistical information that had been collected about this important industry.

Another research and informational program was being planned with the object of examining more closely than had been done before the relation between collective bargaining and national economic and social objectives, and with the purpose of finding ways and means of encouraging the development of collective bargaining in such a way that it would make a greater contribution to these goals than it had so far. Extra personnel were being hired by the branch to carry on this work, Mr. Saunders said.

Labour Standards

Since the enactment of the Canada Labour (Standards) Code last July, the branch had extended its research into questions connected with labour standards. Special surveys of wages and working conditions in industries under federal jurisdiction had been undertaken, and the findings then being tabulated would throw some light on the impact of the Labour Code on wages, hours of work and working conditions in the establishments affected.

Broader economic analyses of minimum wages and working conditions standards were also being planned, the speaker said. A study of hours of work was under way, the purpose of which was to examine the relationship between hours of work and output and employment. It included a historical analysis of trends in hours of work, and a comprehensive analysis of the economic and institutional factors affecting hours of work.

A study of the historical development of changes in hours of work back to the beginning of the century was part of this research, and a report should be ready for publication later this year, Mr. Saunders said.

The research program concerning labour standards includes special studies of individual industries under federal jurisdiction. At present, a study of the system of wage payment in the running trades of the Canadian railways is in progress. This study examines the system as it was at the time of the McAdoo Award in 1918 (L.G. 1918, p. 432), and the impact of this award on the system from that time to the present.

"The research program of the branch is carried out under the supervision of research officers working individually or in teams. These officers have access to research, clerical and stenographic assistance, extensive computer and library facilities, and the statistical [facilities] of the branch for . . . conducting special surveys . . . related to the research program. Some of the research studies are being undertaken in co-operation with other agencies such as the Economic Council of Canada for its price reference project, and the Canadian Construction Association for its Centennial Labour Relations Inquiry. Personnel drawn from the universities take part in a number of the studies, either on contract or through the branch's summer research program. These personnel range from undergraduate to full professors, who help us with our research by working on assignments while at their universities or while spending time in the branch during the summer months.

"The professional staff is also involved in research programs with the various international agencies, including the International Labour Organization, the Organization for Economic Co-operation and Development, the United Nations, and the International Monetary Fund. Arrangements for the conduct of this work vary. In the past, much of [it] was done directly in the branch in response to requests for information from the international agencies. Recently, an increasing amount of our international work [has been] done either on a joint basis, involving the participation of various countries in studies sponsored by the agencies, or through the secondment of branch staff to agency headquarters for varying lengths of time to work with agency staff. Work for the international agencies has been increasing in the past several years, and we expect it to continue to increase. We feel this particular activity in the branch to be an important part of our work, since we have much to [gain] from the international exchange of ideas, information and experience."

His survey of the research activities of the Economics and Research Branch did not cover the research work of the whole Department, Mr. Saunders pointed out. Important research studies and surveys to obtain information were carried on from time to time by other branches of the Department. Besides these, there was the Labour Department-University Research Program, sponsored by the Department, through which research was undertaken in universities and elsewhere with the aid of Government grants to individuals and research teams.

In this way, as well as by the summer research program already mentioned, the Department was giving important encouragement to students in labour economics, and was stimulating the interest of Canadian scholars and universities in this subject.

Recent Regulations

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chine, special devices are to be provided to guard against any possible change in pressure in the working chamber.

Every air lock used for persons must be equipped with a gauge to record the decompression rate. The gauge must readily indicate the variations in air pressure at intervals of at least one minute. Every working chamber is to be equipped with a gauge to record the actual pressure in the working chamber. This pressure gauge is to be installed in a place where it can be readily seen by the lock tender.

While persons are working under compressed air, it is the employer's responsibility to ensure that there is another qualified person available to take over the lock tender's duties in an emergency.

All compressed-air workers are to be given a sufficient supply of hot coffee and sugar at the end of each shift and at meal times. Previously, this applied only to men working in air pressure exceeding 15 pounds.

The requirements with respect to medical examinations for employees who have not previously worked in compressed air are more stringent than formerly. No such worker may be allowed to work unless he has been given a medical examination in a test air lock or in a medical lock. He may not work under any pressure for more than half a day unless he has been re-examined by the physician and found to be physically fit for work in compressed air.

A medical lock meeting the prescribed standards must now be provided by the employer on every project where compressed air work is carried on. Previously, this rule applied only where the maximum pressure exceeded 17 pounds.

Manpower Studies

Part I

A selected bibliography for policy and research

This bibliography has been compiled from recent literature on manpower and manpower mobility. It was prepared by Mrs. Barbara Alexandrin and Dr. A. N. Polianski for the Manpower Mobility Unit of the Department of Manpower and Immigration. The compilers have acknowledged with thanks the co-operation of the Canada Department of Labour Library, but remind readers that the Library does not have all the books and items listed. The bibliography will replace in this and the next two issues the regular list of publications recently received in the Department of Labour Library.

The bibliography that follows is designed as a reference for manpower officers working on various aspects of pilot projects. It is largely oriented toward labour force policy decisions on manpower and its allocation. With allocation as a subsidiary topic, the selection concentrates on manpower mobility and its relation to other variables, such as wage differentials. Some coverage of education and training has been included, together with material on statistics and some major occupational studies.

The topics are listed in order of relative importance. References were drawn mainly from North American economic and sociological sources as being the most relevant to Canadian experience; and the period surveyed covers the years 1945 to 1965. However, literature on other countries has not been overlooked; for example, work done by the International Labour Office has been included.

The bibliography is divided into sections, arranged in the following order: books; articles from periodicals (labour force —forecasting and analysis; mobility, migration and job satisfaction); papers and proceedings; government publications; and finally unpublished theses and dissertations. The emphasis is placed on articles in professional journals rather than on books, since they provide more pertinent reference material. Articles typically tend to deal with a specific aspect of a topic, to the near-exclusion of broader issues, whereas books, on the whole, take a broader approach. Moreover, as a rule, books are more readily accessible than articles. For the same reason, unpublished dissertations have also been included—a fruitful field of information all too frequently inaccessible to the would-be user who is unaware of their existence.

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Statistics Section

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A—Labour Force

TABLE A-1—Regional Distribution, Week Ended December 10, 1966

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			000's			
THE LABOUR FORCE	7,439	619	2,127	2,739	1,237	717
Men	5,168	439	1,497	1,870	863	499
Women	2,271	180	630	869	374	218
14–19 years	705	69	216	225	128	67
20–24 years	1,035	105	351	332	157	90
25–44 years	3,239	240	932	1,240	519	308
45–64 years	2,240	188	571	855	393	233
65 years and over	220	17	57	87	40	19
EMPLOYED	7,173	583	2,034	2,674	1,205	677
Men	4,955	409	1,419	1,823	836	468
Women	2,218	174	615	851	369	209
Agriculture	485	27	91	128	219	20
Non-agriculture	6,688	556	1,943	2,546	986	657
Paid workers	6,177	506	1,769	2,382	917	603
Men	4,145	348	1,214	1,588	585	410
Women	2,032	158	555	794	332	193
UNEMPLOYED	266	36	93	65	32	40
Men	213	30	78	47	27	31
Women	53	*	15	18	*	*
PERSONS NOT IN LABOUR FORCE	6,209	678	1,817	2,092	1,014	608
Men	1,597	204	447	512	275	159
Women	4,612	474	1,370	1,580	739	449

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended December 10, 1966

	Total	14–19 Years All Persons	20–64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			000's				
POPULATION 14 YEARS OF AGE AND OVER*	13,648	2,257	3,890	1,046	3,993	1,006	1,456
LABOUR FORCE	7,439	705	3,734	871	1,201	708	220
Employed	7,173	654	3,620	815	1,180	695	209
Unemployed	266	51	114	56	21	13	11
NOT IN LABOUR FORCE	6,209	1,552	156	175	2,792	298	1,236
PARTICIPATION RATE†							
1966—December 10	54.5	31.2	96.0	83.3	30.1	70.4	15.1
November 12	54.5	31.6	96.5	83.4	29.5	70.6	14.6
UNEMPLOYMENT RATE‡							
1966—December 10	3.6	7.2	3.1	6.4	1.7	1.8	5.0
November 12	3.2	7.6	2.4	5.7	2.0	2.1	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended December 10, 1966

	December 1966	November 1966	December 1965
	000's		
TOTAL UNEMPLOYED	266	238	252
On temporary layoff up to 30 days	23	19	20
Without work and seeking work	243	219	232
Seeking:			
Full-time work	233	203	215
Part-time work	10	16	17
Under 1 month	91	87	92
1–3 months	101	82	93
4–6 months	28	24	22
More than 6 months	23	26	25

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supplementary Labour Income	Totals **
					$ Millions					
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—September	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November	59.5	636.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	219.9	40.8	234.3	41.9	345.6	735.4	100.7	2,483.5
August*	62.0	691.4	201.3	41.4	235.8	41.4	345.6	758.4	101.2	2,512.9
September†	62.0	700.6	228.9	42.0	233.2	42.2	348.8	788.9	102.2	2,577.8
					Seasonally Adjusted					
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—September	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May	60.9	664.2	204.0	37.1	203.1	39.6	338.0	738.1	99.7	2,405.8
June	61.3	668.2	207.9	29.3	207.1	40.1	342.1	747.5	100.1	2,424.9
July	57.3	678.0	212.7	34.5	205.0	40.7	345.1	752.7	100.4	2,448.2
August*	61.4	682.2	193.8	35.7	202.8	40.0	346.6	774.2	100.6	2,459.1
September†	62.8	686.8	223.0	34.6	200.8	41.4	347.6	773.7	100.8	2,493.6

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding. SOURCE: *Estimates of Labour Income*, DBS.

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at July 1966, employers in the principal non-agricultural industries reported a total employment of 3,618,737. Tables C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1961	100.0	100.0	78.24	100.0	100.0	81.55
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1965—July	117.7	116.2	90.95	118.5	114.8	93.59
August	119.7	116.5	91.12	120.6	115.2	93.97
September	119.1	117.8	92.19	121.1	117.1	95.48
October	118.6	119.6	93.56	120.6	119.1	97.10
November	118.7	119.4	93.44	120.6	119.5	97.42
December	115.9	116.3	91.00	118.5	116.6	95.07
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June*	124.4	122.7	95.96	126.6	121.7	99.22
July†	123.5	123.4	96.53	123.7	121.8	99.30

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	July 1966	*June 1966*	*July 1965*	*July 1966*	*June 1966*	*July 1965*
		(1961=100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	125.5	124.4	119.8	79.30	79.42	74.11
Newfoundland	140.8	138.5	134.4	84.91	85.43	79.56
Prince Edward Island	140.5	136.0	123.3	64.71	65.86	61.34
Nova Scotia	117.3	116.9	113.1	76.27	77.48	72.04
New Brunswick	124.1	123.3	118.2	80.22	78.71	73.78
Quebec	121.0	121.4	116.0	95.27	94.28	88.59
Ontario	123.6	126.9	117.8	99.27	98.97	94.13
Prairie Region	121.5	119.7	115.6	91.03	90.32	86.81
Manitoba	115.0	114.1	110.7	85.51	84.93	83.02
Saskatchewan	123.4	120.8	118.3	90.79	89.18	85.39
Alberta	126.3	124.0	118.6	95.45	95.03	90.42
British Columbia	132.7	129.2	124.4	108.02	106.87	101.83
CANADA	123.5	124.4	117.7	96.53	95.96	90.95
URBAN AREAS						
St. John's	149.7	146.3	135.5	79.00	78.81	71.69
Halifax	111.4	113.0	108.5	79.54	79.68	76.35
Sydney	100.9	104.1	99.5	81.45	91.28	77.14
Moncton	118.4	117.6	113.0	76.28	74.47	72.06
Saint John	107.9	108.9	105.3	78.59	78.28	76.21
Chicoutimi	116.7	113.5	106.6	116.48	114.34	106.87
Montreal	121.9	123.4	113.8	96.40	95.67	90.52
Quebec	117.5	117.8	115.9	83.06	81.90	76.25
Shawinigan	112.6	111.0	113.1	103.68	100.25	95.37
Sherbrooke	109.6	111.3	117.4	83.01	81.04	77.75
Trois-Rivières	122.6	121.7	118.5	90.50	91.96	80.24
Ottawa-Hull	120.3	120.7	115.2	90.09	89.41	84.28
Belleville	118.9	118.9	109.1	83.98	84.67	81.64
Brampton	206.2	226.4	185.2	96.73	98.19	91.61
Brantford	135.6	135.0	127.7	93.83	92.37	89.21
Fort William-Port Arthur	133.7	130.5	124.5	99.15	95.99	90.63
Guelph	132.0	135.2	123.3	88.84	88.94	84.47
Hamilton	125.5	125.9	121.8	102.84	103.58	99.65
Kingston	125.4	130.7	125.0	95.68	94.22	92.00
Kitchener	139.3	143.2	129.5	88.50	88.34	84.45
London	125.4	127.8	120.6	92.07	92.89	86.15
Niagara Falls	119.6	118.2	121.2	93.67	93.64	87.05
London	108.6	150.0	144.7	110.38	111.53	115.30
Peterborough	134.3	137.3	124.4	103.92	102.50	98.53
Sarnia	128.6	129.6	112.7	126.87	127.40	116.78
Sault Ste. Marie	125.1	123.1	120.9	115.66	114.79	111.36
Sudbury	46.5	107.4	102.4	100.60	102.91	103.07
St. Catharines	139.0	141.7	124.3	107.55	105.59	102.04
Timmins	102.5	102.1	96.4	101.59	102.02	80.89
Toronto	125.9	127.4	115.1	100.15	99.64	94.47
Welland	103.4	116.7	114.2	117.41	115.00	109.01
Windsor	142.9	152.6	126.1	111.12	109.15	103.72
Winnipeg	116.9	116.8	110.4	81.58	81.02	79.78
Regina	121.4	120.9	123.3	88.82	87.54	81.50
Saskatoon	130.9	127.9	119.9	84.37	81.42	78.91
Edmonton	128.7	129.0	121.0	90.46	89.93	86.18
Vancouver	128.2	125.7	121.8	103.96	103.33	97.68
Victoria	126.9	124.8	123.7	91.92	91.24	89.61

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3 (Formerly C-2a)—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
						000's					
CANADA											
July 1966*	88.9	112.9	1,627.3	838.1	789.2	426.2	664.7	916.9	247.8	578.8	4,663.6
June 1966†	83.2	123.2	1,660.3	845.0	815.3	415.8	659.7	920.6	245.1	567.2	4,675.1
July 1965	87.1	121.0	1,559.5	817.1	742.4	401.5	647.9	872.8	238.7	533.1	4,462.2
NEWFOUNDLAND											
July 1966*	4.7	6.1	14.0	11.7	2.3	12.8	16.1	16.4	1.7	6.5	78.2
June 1966†	4.2	6.8	14.3	12.0	2.3	12.6	15.6	16.1	1.6	6.1	77.3
July 1965	5.0	6.3	14.2	11.8	2.4	10.6	15.8	15.9	1.5	5.6	74.8
PRINCE EDWARD ISLAND											
July 1966*	0.3	0.1	3.0	2.5	0.5	2.4	2.8	3.9	0.6	2.3	15.5
June 1966†	0.3	0.1	3.0	2.4	0.5	2.3	2.7	3.9	0.6	2.1	14.8
July 1965	0.2	0.1	3.0	2.5	0.5	2.0	2.2	3.8	0.6	2.2	14.1
NOVA SCOTIA											
July 1966*	2.8	7.4	34.9	18.3	16.6	15.0	24.2	27.9	5.9	13.7	131.7
June 1966†	2.9	7.7	35.3	18.5	16.8	14.6	23.8	27.8	5.8	13.3	131.2
July 1965	2.8	7.9	35.0	18.5	16.4	12.4	22.6	27.4	5.7	12.9	126.7
NEW BRUNSWICK											
July 1966*	10.6	2.8	27.2	18.0	9.2	13.4	22.7	23.1	4.0	10.5	114.3
June 1966†	10.1	2.7	27.5	18.7	8.8	12.9	22.7	23.2	4.0	10.1	113.3
July 1965	9.9	2.5	26.7	17.4	9.3	12.9	22.0	22.3	4.1	9.3	109.8
QUEBEC											
July 1966*	28.6	27.9	507.0	310.0	197.0	115.7	176.3	232.5	70.3	150.8	1,309.0
June 1966†	26.9	28.1	511.0	312.2	198.8	113.7	176.9	234.3	69.7	149.7	1,310.3
July 1965	29.4	28.2	487.1	307.6	179.6	112.7	172.0	221.0	69.0	140.6	1,260.1
ONTARIO											
July 1966*	13.5	26.8	796.7	361.3	435.3	152.7	218.4	357.9	107.3	233.0	1,906.4
June 1966†	13.2	35.8	826.1	364.8	461.3	150.9	218.2	362.2	106.5	229.6	1,942.5
July 1965	13.7	35.9	758.0	344.8	413.2	144.7	213.9	342.1	102.9	216.7	1,828.3
MANITOBA											
July 1966*	1.6	5.7	47.2	27.6	19.6	17.2	47.1	51.7	12.0	28.3	210.7
June 1966†	1.6	5.6	47.8	28.2	19.6	15.9	46.7	51.0	11.8	27.9	208.3
July 1965	1.5	5.8	46.6	27.7	18.9	16.6	48.2	47.6	11.7	25.1	203.2
SASKATCHEWAN											
July 1966*	0.2	5.2	15.5	10.2	5.3	18.6	28.9	37.4	8.2	17.7	131.6
June 1966†	0.2	5.2	15.3	9.9	5.3	17.8	27.9	36.9	7.8	17.1	128.2
July 1965	0.2	5.1	15.4	9.8	5.5	16.2	28.3	36.2	7.8	16.3	125.5
ALBERTA											
July 1966*	4.8	18.1	49.5	26.1	23.3	38.3	50.4	73.0	14.4	47.1	295.5
June 1966†	3.6	18.5	49.2	26.5	22.7	36.3	49.5	73.6	14.1	45.8	290.6
July 1965	3.3	17.3	47.2	26.5	20.7	36.2	49.7	68.3	13.9	42.5	278.4
BRITISH COLUMBIA											
July 1966*	21.9	10.7	132.4	52.4	80.0	39.4	76.2	92.9	23.5	67.9	464.9
June 1966†	20.3	10.6	130.8	51.6	79.2	38.1	74.1	91.3	23.0	64.7	453.0
July 1965	21.0	9.8	126.3	50.5	75.8	37.0	71.5	87.8	21.7	60.7	435.8

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding.

SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4 (Formerly C-3)—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	July 1966	*June 1966*	*July 1965*	*July 1966*	*June 1966*	*July 1965*
	(1961=100)			$	$	$
MINING, INCLUDING MILLING	102.5	112.0	110.5	117.09	117.25	109.77
Metals	92.9	109.2	108.1	118.77	116.89	111.68
Mineral fuels	100.9	102.3	100.7	119.65	123.54	109.18
Non-metals except fuels	121.4	118.2	120.4	105.24	108.11	98.32
Quarries and sand pits	139.4	137.3	135.2	104.18	102.58	97.97
Services incidental to mining	132.1	135.5	126.4	122.70	125.08	119.22
MANUFACTURING	123.7	126.6	118.5	99.30	99.22	93.59
Durable goods	133.1	138.4	125.1	106.48	106.33	101.28
Non-durable goods	116.2	117.2	113.3	92.69	92.49	86.77
Food and beverages	117.0	116.4	116.2	87.01	87.38	81.79
Foods	117.1	116.4	117.2	83.54	83.77	78.87
Beverages	116.3	116.4	110.4	108.78	109.83	101.08
Tobacco processing and products	91.1	92.0	91.7	104.08	102.83	96.01
Rubber products	123.3	125.9	116.2	101.78	101.19	96.54
Leather products	105.2	105.2	100.5	65.43	64.98	61.96
Textile products	113.2	115.7	118.1	81.33	81.40	76.11
Knitting mills	116.7	120.2	111.0	61.97	61.52	59.04
Clothing	111.4	115.1	110.2	60.04	59.20	57.40
Wood products	119.8	118.2	119.0	87.51	84.64	81.44
Furniture and fixtures	132.4	134.8	122.1	80.56	80.03	76.66
Paper and allied industries	121.0	121.2	115.6	119.16	118.79	109.07
Printing, publishing and allied industries	111.3	112.3	105.5	106.24	106.60	101.91
Primary metal industries	120.0	128.9	120.0	119.94	119.49	114.90
Metal fabricating industries	137.6	139.8	126.3	105.60	105.19	100.47
Machinery, except electrical	148.4	149.6	136.5	113.44	112.70	107.13
Transportation equipment	136.8	153.5	126.0	115.46	115.22	110.74
Electrical products	141.2	143.1	127.3	101.56	102.97	97.20
Non-metallic mineral products	131.5	132.9	125.9	108.03	106.14	101.10
Petroleum and coal products	105.0	102.8	103.4	147.13	147.06	132.77
Chemicals and chemical products	117.6	120.2	113.1	114.70	114.48	107.72
Miscellaneous manufacturing industries	133.0	134.1	122.4	85.53	85.81	81.64
CONSTRUCTION	148.9	144.7	134.7	122.39	119.11	110.20
Building	142.5	138.9	129.2	117.85	114.37	106.89
Engineering	161.2	155.9	145.4	130.06	127.17	115.98
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	111.5	110.2	108.6	104.66	103.45	98.64
Transportation	108.1	107.0	106.7	105.06	102.74	98.71
Storage	120.4	116.6	110.8	92.47	93.16	85.24
Communication	120.1	117.9	111.1	98.23	98.60	93.75
TRADE	121.9	123.1	113.0	77.98	77.47	74.53
Wholesale trade	119.3	118.9	112.6	95.35	95.54	90.62
Retail trade	123.5	125.6	113.2	68.22	67.54	65.64
FINANCE, INSURANCE AND REAL ESTATE	122.0	120.8	118.1	92.69	93.48	89.23
Financial institutions	126.4	124.6	122.7	89.64	90.53	85.87
Insurance and real estate	115.9	115.4	111.7	97.37	97.97	94.38
SERVICE	145.1	143.4	133.1	70.52	70.00	66.11
Recreational services	144.7	136.7	134.7	62.25	60.76	61.35
Business services	161.0	160.1	140.6	108.77	108.27	100.97
Personal services	135.9	135.4	127.5	53.19	52.93	50.16
Miscellaneous services	157.6	154.2	142.3	76.47	75.52	73.64
Services to buildings and dwellings	190.7	186.8	173.9	52.02	51.65	51.27
INDUSTRIAL COMPOSITE	123.5	124.4	117.7	96.53	95.96	90.95

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	*Average Weekly Hours*			*Average Hourly Earnings*			*Average Weekly Wages*		
	July 1966	*June 1966*	*July 1965*	*July 1966*	*June 1966*	*July 1965*	*July 1966*	*June 1966*	*July 1965*
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.7	42.0	41.9	2.57	2.58	2.43	107.10	108.51	101.88
Metals	41.7	41.3	41.8	2.69	2.69	2.54	112.01	110.78	106.16
Mineral fuels	37.0	42.5	36.8	2.31	2.24	2.14	85.69	95.46	78.92
Non-metals, except fuels	41.6	42.2	42.2	2.44	2.45	2.30	101.51	103.32	96.99
Quarries and sand pits	49.7	48.8	49.8	2.05	2.06	1.91	102.11	100.55	95.32
Services incidental to mining	43.1	42.9	46.0	2.76	2.85	2.52	118.97	122.28	115.98
MANUFACTURING	40.7	40.7	40.8	2.23	2.23	2.09	90.58	90.82	85.38
Durable goods	41.1	41.0	41.2	2.40	2.41	2.28	98.67	98.67	93.86
Non-durable goods	40.3	40.3	40.4	2.05	2.05	1.92	82.73	82.85	77.43
Food and beverages	41.2	41.3	40.9	1.90	1.92	1.81	78.40	79.41	74.00
Foods	41.0	41.1	40.7	1.84	1.86	1.75	75.37	76.19	71.24
Beverages	42.8	43.2	42.7	2.38	2.41	2.26	102.00	104.25	96.44
Tobacco processing and products	36.6	37.8	37.1	2.60	2.50	2.36	95.11	94.41	87.43
Rubber products	40.8	40.8	41.3	2.33	2.32	2.19	94.97	94.43	90.21
Leather products	39.0	38.5	39.3	1.53	1.54	1.45	59.65	59.18	56.87
Textile products	41.2	41.3	41.3	1.72	1.73	1.62	70.85	71.31	67.01
Miscellaneous textiles	39.8	39.8	40.8	1.61	1.54	1.42	64.23	61.34	57.98
Knitting mills	40.2	40.1	41.5	1.37	1.37	1.27	54.97	54.82	52.86
Clothing	36.7	36.2	37.1	1.47	1.47	1.40	54.02	53.24	51.78
Wood products	39.8	39.3	40.5	2.09	2.05	1.92	83.09	80.46	77.71
Furniture and fixtures	41.8	41.3	42.4	1.79	1.79	1.67	74.60	74.03	70.96
Paper and allied industries	42.0	42.1	42.0	2.68	2.67	2.44	112.49	112.25	102.25
Pulp and paper mills	42.2	42.3	42.0	2.92	2.91	2.62	123.08	123.41	109.97
Printing, publishing and allied industries	38.8	39.1	39.1	2.71	2.71	2.57	105.16	105.93	100.64
Primary metal industries	41.0	40.8	41.0	2.79	2.75	2.66	114.56	112.17	108.98
Iron and steel mills	40.5	40.7	40.7	2.94	2.93	2.83	118.91	119.27	114.97
Metal fabricating industries	41.7	41.7	42.0	2.39	2.38	2.25	99.54	99.13	94.66
Machinery, except electrical	41.8	41.9	42.0	2.54	2.53	2.41	106.45	105.77	101.04
Transportation equipment	40.3	40.1	40.1	2.62	2.65	2.53	105.78	106.52	101.60
Aircraft and parts	40.8	41.4	39.8	2.61	2.60	2.39	106.33	107.42	95.26
Motor vehicles	40.3	39.3	40.9	2.69	2.74	2.63	108.33	107.58	107.49
Assembling	41.4	39.3	40.3	2.91	2.91	2.87	120.44	114.40	115.67
Parts and accessories	39.5	39.1	41.4	2.59	2.64	2.49	102.45	103.35	102.90
Shipbuilding and repairing	40.0	41.5	38.4	2.60	2.58	2.44	103.92	107.12	93.67
Electrical products	40.0	40.9	40.2	2.19	2.21	2.10	87.62	90.51	84.22
Communications equipment	39.0	40.1	39.2	2.07	2.09	1.95	80.64	84.04	76.35
Non-metallic mineral products	44.4	43.8	44.1	2.32	2.30	2.16	102.79	100.94	95.25
Petroleum and coal products	43.4	43.1	41.5	3.17	3.16	2.91	137.50	136.44	120.57
Chemical and chemical products	41.0	41.9	40.7	2.44	2.42	2.31	100.13	101.15	94.04
Miscellaneous manufacturing industries	40.3	40.5	40.8	1.80	1.81	1.70	72.60	73.30	69.35
CONSTRUCTION	44.1	42.8	43.7	2.74	2.73	2.47	120.78	116.90	108.16
Building	41.2	39.9	40.7	2.81	2.80	2.57	115.86	111.56	104.61
General contractors	41.4	40.1	40.5	2.69	2.69	2.44	111.24	108.04	98.77
Special trade contractors	41.0	39.6	40.9	2.94	2.91	2.70	120.56	115.17	110.54
Engineering	49.0	47.9	49.1	2.63	2.63	2.33	129.18	126.06	114.49
Highways, bridges and streets	51.0	48.8	50.8	2.22	2.22	2.05	113.41	108.07	104.07
Other engineering	47.2	47.0	47.1	3.04	3.03	2.69	143.61	142.57	126.88
OTHER INDUSTRIES:									
Urban transit	43.1	42.7	41.1	2.71	2.59	2.51	116.89	110.69	103.00
Highway and bridge maintenance	41.2	41.7	40.4	1.97	1.94	1.86	81.40	80.75	75.22
Laundries, cleaners and pressers	38.6	39.1	39.1	1.30	1.30	1.23	50.14	50.79	48.17
Hotels, restaurants and taverns	35.9	35.4	37.0	1.29	1.30	1.20	46.47	46.03	44.53

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average:					
1961	40.6	1.83	74.45	100.0	100.0
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
Last Pay Period in:					
1965—July	40.8	2.09	85.38	114.7	106.3
August	41.1	2.09	86.10	115.6	107.4
September	41.4	2.13	88.08	118.3	109.7
October	41.6	2.15	89.53	120.3	110.8
November	41.5	2.16	89.81	120.6	110.7
December	39.7	2.18	86.40	116.1	106.3
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June*	40.7	2.23	90.82	122.0	109.2
July†	40.6	2.23	90.57	121.7	108.5

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7 (Formerly C-4)—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	July 1966	June 1966	July 1965	July 1966	June 1966	July 1965
				$	$	$
Newfoundland	41.8	45.0	43.2	1.79	1.78	1.59
Nova Scotia	40.9	41.3	41.6	1.83	1.82	1.72
New Brunswick	42.5	42.5	41.5	1.82	1.79	1.71
Quebec	41.5	41.4	41.5	2.01	2.03	1.87
Ontario	40.6	40.6	40.8	2.34	2.35	2.22
Manitoba	40.5	40.1	40.5	1.94	1.94	1.84
Saskatchewan	41.1	39.9	40.8	2.29	2.27	2.11
Alberta (includes Northwest Territories)	40.8	40.6	40.2	2.26	2.26	2.16
British Columbia (includes Yukon Territory)	37.5	37.2	37.6	2.77	2.74	2.61

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

Statistics presented in the following tables relate to registrations for employment and vacancies received from employers at Canada Manpower Centres (formerly NES offices). These data are derived from reports prepared in the Department of Manpower and Immigration, and processed in the Unemployment Insurance, Pensions and Manpower Section, Dominion Bureau of Statistics. Data are not comparable with previously published reports. See Technical Note, Page 80, January issue.

TABLE D-1—Vacancies and Registrations on File

Period	*Vacancies†*			*Registrations on File*		
	Male	*Female*	*Total*	*Male*	*Female*	*Total*
End of:						
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
1963	13,419	12,532	25,951	579,205	163,880	743,085
1964	19,737	15,658	35,395	498,726	153,661	652,387
1965	22,509	15,141	37,650	447,847	152,195	600,042
January 1966	26,286	17,524	43,810	404,298	147,105	551,403
February 1966	26,192	18,699	44,891	414,592	149,214	563,806
March 1966	31,242	22,574	53,816	404,530	144,067	548,597
April 1966	39,156	26,386	65,542	356,280	138,646	494,926
May 1966	41,745	27,907	69,652	261,325	126,589	387,914
June 1966	40,805	26,173	66,978	233,965	146,798	380,763
July 1966	42,520	24,175	66,695	221,599	140,563	362,162
August 1966	43,369	30,533	73,902	187,687	118,243	305,930
September 1966	46,379	28,793	75,172	173,431	121,251	294,682
October 1966	39,057	24,625	63,682	179,051	120,962	300,013
November 1966	36,415	25,759	62,174	213,383	119,800	333,183
December 1966*	25,650	18,747	44,397	255,218	109,116	364,334
January 1967*	25,482	18,419	43,901	320,187	133,812	453,999

*Latest figures subject to revision. †Current vacancies only. Deferred vacancies are excluded. SOURCE: Department of Manpower and Immigration.

TABLE D-2—Registrations and Vacancies Received, by Year 1962 to 1965 and by Month December 1965 to December 1966

Year and Month	*Registrations Received*		*Vacancies Received*	
	Male	*Female*	*Male*	*Female*
1962—Year	3,177,423	1,171,111	1,010,365	544,795
1963—Year	2,912,511	1,130,539	938,052	507,910
1964—Year	2,894,099	1,170,889	1,030,199	530,575
1965—Year	2,741,172	1,165,713	1,088,752	545,951
1965—December	303,524	102,536	72,004	45,614
1966—January	287,740	98,603	72,912	34,959
February	202,400	80,555	63,000	33,825
March	217,568	86,042	82,965	43,859
April	188,255	80,682	84,319	39,441
May	199,618	93,554	97,520	46,202
June	222,671	116,136	95,402	50,498
July	216,035	108,399	85,147	48,433
August	208,409	101,591	102,760	58,267
September	191,387	102,118	105,486	50,829
October	182,976	92,018	82,021	38,984
November	231,871†	109,697†	79,401	44,348
December*	232,378	94,224	60,284	43,346

*Preliminary. †Revised. SOURCE: Department of Manpower and Immigration.

TABLE D-3 (Formerly D-4)—Registrations on File, by Occupation and by Sex, at December 30, 1966 (Preliminary)

Occupational Group	*Registrations on File*		
	Male	*Female*	*Total*
Professional and managerial workers	9,148	2,615	11,763
Clerical workers	15,985	39,702	55,687
Sales workers	6,477	9,587	16,064
Personal and domestic service workers	27,491	21,879	49,370
Seamen	1,386	16	1,402
Agriculture, fishing, forestry (ex. log.)	5,167	311	5,478
Skilled and semi-skilled workers	104,587	14,282	118,869
Food and kindred products (incl. tobacco)	799	329	1,128
Textiles, clothing, etc.	1,387	8,905	10,292
Lumber and lumber products	6,407	97	6,504
Pulp, paper (incl. printing)	650	223	873
Leather and leather products	506	643	1,149
Stone, clay and glass products	421	29	450
Metalworking	9,222	746	9,968
Electrical	1,158	774	1,932
Transportation equipment	529	220	749
Mining	1,015	—	1,015
Construction	34,269	6	34,275
Transportation (except seamen)	19,657	102	19,759
Communications and public utility	513	1	514
Trade and service	3,714	1,293	5,007
Other skilled and semi-skilled	16,325	684	17,009
Foremen	2,291	212	2,503
Apprentices	5,724	18	5,742
Unskilled workers	84,977	20,724	105,701
Food and tobacco	2,237	4,233	6,470
Lumber and lumber products	7,639	344	7,983
Metalworking	4,115	553	4,668
Construction	43,753	4	43,757
Other unskilled workers	27,233	15,590	42,823
GRAND TOTAL	255,218	109,116	364,334

SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-4 (Formerly D-5)—Registrations on File, by Areas, at December 30, 1966

Area	*Registrations on File*	
	* *Dec. 30, 1966*	*Previous Year Dec. 31, 1965*
NEWFOUNDLAND	8,738	20,410
Corner Brook	2,729	3,825
Grand Falls	739	1,960
St. John's	5,270	14,625
PRINCE EDWARD ISLAND	2,610	3,841
Charlottetown	1,513	2,503
Summerside	1,097	1,338
NOVA SCOTIA	15,310	21,599
Amherst	556	1,032
Bridgewater	985	1,443
Halifax	3,285	4,540
Inverness	416	669
Kentville	1,546	2,029
Liverpool	367	425
New Glasgow	1,216	2,634
Springhill	558	784
Sydney	2,658	3,160
Sydney Mines	479	1,103
Truro	1,624	1,671
Yarmouth	1,620	2,109
NEW BRUNSWICK	13,605	24,012
Bathurst	2,687	4,780
Campbellton	1,167	1,747
Edmundston	670	1,552
Fredericton	851	1,283
Minto	69	253
Moncton	3,279	6,649
Newcastle	1,548	2,865
Saint John	2,341	2,357
St. Stephen	395	1,167
Sussex	192	417
Woodstock	406	942
QUEBEC	124,623	146,250
Alma	1,225	1,284
Asbestos	641	708
Baie Comeau	1,126	1,270
Beauharnois	750	830
Buckingham	533	843
Causapscal	1,060	1,417
Chandler	1,483	2,084
Chicoutimi	1,552	1,824
Cowansville	345	568
Dolbeau	870	823

TABLE D-4 (Formerly D-5)—Registrations on File, by Areas, at December 30, 1966 (Concluded)

Area	Registrations on File	
	* Dec. 30, 1966	Previous Year Dec. 31, 1965
Drummondville	2,224	2,680
Farnham	384	378
Forestville	934	944
Gaspé	1,144	1,663
Granby	1,342	2,608
Hull	2,558	4,068
Joliette	1,932	3,745
Jonquière	1,958	2,101
Lachute	627	609
Lac-Megantic	900	1,042
La Malbaie	1,629	1,514
La Tuque	534	577
Lévis	3,110	3,452
Louiseville	626	972
Magog	618	862
Maniwaki	648	691
Matane	1,539	2,043
Mont-Laurier	480	617
Montmagny	1,533	1,759
Montréal	39,133	43,487
New Richmond	1,214	1,848
Port Alfred	753	944
Québec	11,389	12,382
Rimouski	2,461	2,486
Rivière-du-Loup	3,707	4,268
Roberval	1,129	1,283
Rouyn	1,798	1,483
Ste. Agathe des Monts	665	829
Ste. Anne de Bellevue	752	872
Ste. Thérèse	1,799	1,856
St. Hyacinthe	1,759	2,238
St. Jean	1,693	2,152
St. Jérôme	2,153	1,851
Sept-Îles	1,197	1,636
Shawinigan	2,429	3,247
Sherbrooke	4,516	4,736
Sorel	1,653	2,207
Thetford Mines	1,370	1,629
Trois-Rivières	2,746	4,158
Val-d'Or	1,325	1,258
Valleyfield	2,087	1,640
Victoriaville	1,433	2,169
Ville St. Georges	1,157	1,615
ONTARIO	116,287	122,908
Arnprior	247	240
Barrie	985	1,132
Belleville	1,298	1,513
Bracebridge	798	964
Brampton	869	899
Brantford	1,572	1,939
Brockville	383	417
Carleton Place	396	361
Chatham	1,316	1,295
Cobourg	618	572
Collingwood	519	900
Cornwall	1,785	2,169
Elliot Lake	247	269
Fort Erie	427	595
Fort Frances	458	614
Fort William	1,170	1,514
Galt	707	711
Gananoque	310	266
Goderich	392	389
Guelph	848	1,172
Hamilton	12,624	9,898
Hawkesbury	562	811
Kapuskasing	375	541
Kenora	661	1,093
Kingston	1,648	1,782
Kirkland Lake	635	743
Kitchener	1,326	1,526
Leamington	518	546
Lindsay	421	498
Listowel	160	202
London	4,249	4,020
Long Branch	2,310	2,676
Midland	767	1,061
Napanee	484	577
New Liskeard	356	365
Newmarket	1,027	906
Niagara Falls	2,283	2,253
North Bay	801	1,232
Oakville	642	587
Orillia	790	856
Oshawa	4,169	3,560
Ottawa	5,820	5,400
Owen Sound	1,052	1,197
Parry Sound	227	356
Pembroke	1,018	1,213
Perth	398	583
Peterborough	1,446	1,812
Picton	400	442
Port Arthur	1,579	2,148
Port Colborne	237	577
Prescott	352	647
Renfrew	369	370
St. Catharines	3,734	3,456
St. Thomas	476	664
Sarnia	1,571	1,765
Sault Ste. Marie	2,083	1,928
Simcoe	479	673
Smiths Falls	283	422
Stratford	328	302
Sturgeon Falls	185	632
Sudbury	1,773	2,384
Tillsonburg	243	294
Timmins	1,589	1,159
Toronto	26,970	30,679
Trenton	697	662
Walkerton	352	507
Wallaceburg	513	435
Welland	1,291	1,345
Weston	2,810	2,397
Windsor	5,384	4,391
Woodstock	475	404
MANITOBA	11,973	17,738
Brandon	772	1,560
Dauphin	496	1,069
Flin Flon	126	171
Portage la Prairie	468	999
The Pas	189	344
Winnipeg	9,922	13,595
SASKATCHEWAN	10,260	13,896
Estevan	282	227
Lloydminster	201	322
Moose Jaw	712	983
North Battleford	902	1,009
Prince Albert	761	1,809
Regina	2,810	3,550
Saskatoon	2,888	3,287
Swift Current	498	808
Weyburn	278	260
Yorkton	928	1,641
ALBERTA	17,389	19,775
Blairmore	158	238
Calgary	5,123	6,573
Drumheller	317	321
Edmonton	8,216	7,844
Edson	240	220
Grande Prairie	651	665
Lethbridge	1,200	2,077
Medicine Hat	713	894
Red Deer	771	943
BRITISH COLUMBIA	43,539	51,761
Abbotsford	688	1,121
Chilliwack	935	1,953
Courtenay	776	1,136
Cranbrook	939	849
Dawson Creek	677	801
Duncan	365	1,143
Kamloops	1,302	1,740
Kelowna	1,126	1,271
Nanaimo	800	1,145
Nelson	474	620
New Westminster	6,175	7,706
Penticton	1,008	1,579
Port Alberni	351	744
Prince George	1,805	1,492
Prince Rupert	1,178	1,476
Quesnel	763	538
Trail	585	553
Vancouver	18,665	20,489
Vernon	1,433	1,478
Victoria	3,278	3,569
Whitehorse	216	358
CANADA	364,334	442,190
Males	255,218	316,440
Females	109,116	125,750

*Preliminary. SOURCE: Manpower Division, Department of Manpower and Immigration.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Pensions Section, Labour Division, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act.* For further information regarding the nature of the data see Technical Note below.

TABLES E-1, 2, 3 and 4—These tables have been withdrawn this month, owing to an advance in printing schedule deadlines. They will re-appear in the April issue.

Technical Note to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Average Weekly Wages and Salaries" (Employment Section, Labour Division, DBS). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

*When the "Training Allowance Act—1966" becomes operative, the benefit period may be as long as three years.

TABLE F-1—This table has been withdrawn this month, owing to an advance in printing schedule deadlines. It will re-appear in the April issue.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of December 1966

	All Items									
	Dec. 1965	*Nov. 1966*	*Dec. 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
	(1949=100)									
St. John's, Nfld.*	123.6	127.3	127.2	125.2	120.0	123.4	122.2	169.4	149.8	117.9
Halifax	135.9	139.2	139.2	137.4	138.1	137.9	141.4	180.4	177.9	128.1
Saint John	138.2	141.5	141.8	140.9	136.5	136.2	150.3	209.8	165.9	128.8
Montreal	140.1	143.6	143.9	150.0	139.5	120.9	171.0	192.4	162.5	129.6
Ottawa	140.5	145.5	144.7	144.4	140.8	136.2	166.3	191.7	156.7	134.5
Toronto	142.5	148.1	148.3	144.7	148.7	138.3	152.0	182.3	201.1	131.5
Winnipeg	136.6	140.7	140.5	142.4	132.2	136.1	142.0	196.2	152.8	140.2
Saskatoon-Regina	133.3	137.1	137.3	142.4	130.9	141.2	139.2	160.1	154.3	126.8
Edmonton-Calgary	131.5	136.5	136.5	135.6	131.3	137.9	138.1	189.2	153.9	123.6
Vancouver	136.4	139.5	139.9	139.9	138.4	131.0	152.7	163.8	158.8	125.3

*St. John's index on the base June 1951=100. NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see p. 109, February issue.

TABLE G-1—Strikes and Lockouts, 1961-66

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
*1965	452	476	171,858	2,323,750	0.17
*1965—November	29	78	11,387	107,760	0.08
December	21	58	9,185	86,460	0.07
*1966—January	32	66	15,878	139,450	0.12
February	33	76	18,403	237,920	0.21
March	54	90	30,079	354,250	0.27
April	64	108	50,838	441,130	0.38
May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	216,080	968,260	0.70
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.15
December	22	59	12,602	153,310	0.11

*Preliminary.

TABLE G-2—Strikes and Lockouts, December 1966, by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	3	352	7,400
Manufacturing	31	5,790	82,160
Construction	12	2,283	12,850
Transportation and utilities	9	3,445	38,960
Trade	2	22	280
Finance	—	—	—
Service	2	710	11,660
Public administration	—	—	—
All Industries	59	12,602	153,310

TABLE G-3—Strikes and Lockouts, December 1966, by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	1	12	30
New Brunswick	2	1,025	4,580
Quebec	17	4,637	76,190
Ontario	31	4,323	50,580
Manitoba	—	—	—
Saskatchewan	—	—	—
Alberta	1	46	510
British Columbia	2	20	420
Federal	5	2,539	21,000
All Jurisdictions	59	12,602	153,310

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, December 1966 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			December	*Accumulated*		
MINES						
Metal						
Solbec Copper Mines Ltd., Stratford Centre, Cté Wolfe, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	160	3,360	12,510	Sept. 9 —	Wages—
Nigadoo River Mines Ltd., Ste. Rosette, N.B.	Mine, Mill and Smelter Workers Loc. 1043 (Ind.)	176	3,700	8,370	Oct. 22 —	Wages in first agreement—
MANUFACTURING						
Tobacco Products						
Simcoe Leaf Tobacco Co., Simcoe, Ont.	Unorganized	200	200	200	Dec. 1 Dec. 2	Wages—15c an hr. increase for women, 10c an hr. for men.
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	172	4,120	5,820	Nov. 21 —	Wages, union security, bonding of employees—
Wood						
Armstrong Cork Canada Ltd., Montreal, Que.	Chemical Workers (CNTU)	251	5,270	21,100	Sept. 13 —	Wages in a first agreement—
Paper						
Hinde & Dauch, Division Domtar Packaging Ltd., Montreal, Que.	Chemical Workers Loc. 314 (AFL-CIO/CLC)	245	4,410	10,240	Oct. 29 Dec. 27	Wages—Wage increases ranging from 36c to 65c an hr. over a 2-yr. contract; one additional holiday, formation of Labour Management Committee.
Kruger Pulp & Paper, Bromptonville, Que.	Pulp and Paper Workers' Federation (CNTU)	200	140	140	Dec. 26 Dec. 27	Interpretation of working hours during Christmas holiday—Return of workers.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	372	7,730	268,400	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Dosco Steel Limited, Montreal, Que.	Steelworkers Loc. 2423 (AFL-CIO/CLC)	1,139	22,050	52,820	Oct. 21 —	Wages, change in working schedules—
The Algoma Steel Corp., Sault Ste. Marie, Ont.	Bricklayers Loc. 29 (AFL-CIO/CLC)	625	5,540	5,540	Dec. 17 —	Wages, double time for Saturday and Sunday work—
Metal Fabricating						
Richards-Wilcox Co. Ltd., London, Ont.	Machinists Loc. 756 (AFL-CIO/CLC)	407	8,550	12,210	Nov. 18 —	Wages—
Sivaco Wire & Nail Co., Marieville, Que.	Steelworkers Loc. 6818 (AFL-CIO/CLC)	156	1,870	1,870	Dec. 8 Dec. 27	Wages, hours—Wage increase; progressive reduction in hours from 50 to 44 per wk.; other improved benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, December 1966 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			December	*Accumulated*		
Electrical Products						
The Canadian Coleman Co. Ltd., Toronto, Ont.	CLC—directly chartered	230	5,000	12,840	Oct. 18 —	Wages in new agreement—
Canadian Line Materials Ltd., Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)	300	3,300	8,100	Nov. 9 Dec. 16	Wages, hours—Wage increase; 2 weeks vacation after 2 years, 3 weeks after 12 years, 4 weeks after 22 years, other improved benefits.
Canadian General Electric Co. Ltd., Trenton, Ont.	U.E. Loc. 509 (Ind.)	180	230	230	Dec. 15 Dec. 18	Dismissal of one member of the Union Bargaining Committee—Return of workers.
Non-Metallic Mineral Products						
Iroquois Glass Industries Ltd., Candiac, Que.	Glass and Ceramic Workers Loc. 250 (AFL-CIO/CLC)	470	3,290	16,450	Oct. 22 Dec. 12	Wages—Wage increases ranging from 15c to 30c according to trade, this spread over a 2-yr. contract; 2 additional statutory holidays.
Chemical Products						
Allied Chemicals Canada Ltd., Valleyfield, Que.	Chemical Workers Loc. 337 (AFL-CIO/CLC)	130	1,430	1,430	Dec. 7 Dec. 22	Wages, working conditions, hours, technological changes—25c an hr. increase immediately, 16c an hr. Oct. 15, 1967; 2 weeks vacation after 2 years, 3 weeks after 10 years, 4 weeks after 20 years, 5 weeks after 25 years, other improvements.
Cyanamid of Canada Ltd., St-Jean, Que.	Chemical Workers Loc. 449 (AFL-CIO/CLC)	215	1,290	1,290	Dec. 12 Dec. 20	Wages, hours, vacations, other benefits—19c an hr. increase first yr., 14c 2nd.-yr., $55. retroactive pay for all workers previous to Oct. 10, 1966; reduction in hours from 42⅔ to 41 first yr., 41 to 40 2nd.-yr., other benefits.
CONSTRUCTION						
Quigley Construction Co. Ltd., Hamilton, Ont.	Teamsters Loc. 879 (Ind.)	120	2,520	8,760	Sept. 17 Dec. 31	Wages, union security—Settlement not reported.
Ralph M. Parsons Construction, Hoyle, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	890	5,800	8,030	Nov. 28 Dec. 29	Alleged breach of contract clauses re coffee break—Settlement not reported.
Mactaquac Constructors, Keswick, N.B.	Various unions	849	880	880	Dec. 5 Dec. 8	Refusal to work overtime—Return of workers.
Douglas Bremner Contractors & Builders Ltd., Cornwall, Ont.	Labourers Loc. 1250 (AFL-CIO/CLC)	100	100	100	Dec. 13 Dec. 14	Union security—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, December 1966 (Preliminary) (Concluded)

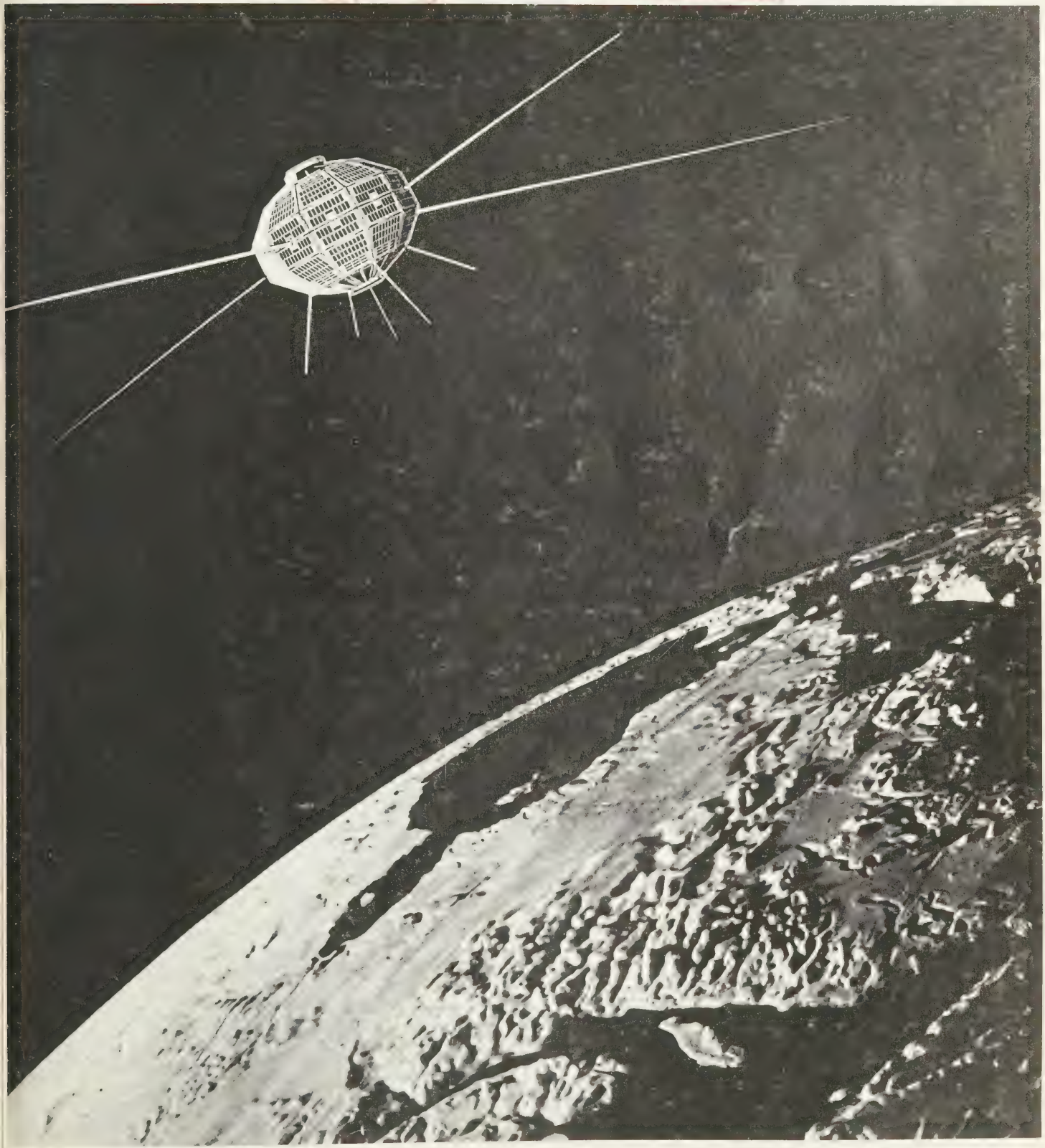
Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			December	*Accumulated*		
TRANSPORTATION AND UTILITIES						
Transportation						
Taggart Services Co.,* Various locations in Ontario and Quebec	Teamsters various locals (Ind.)	182	3,820	19,050	Aug. 3 —	Signing of agreement—
B.C. Maritime Employers Association*, Various ports, B.C.	Longshoremen and Warehousemen various locals (CLC)	2,000	16,000	52,900	Nov. 17 Dec. 8	Union recognition—Return of workers.
Rod Service Limited,* Montreal, Que.	Public Service Employees Federation (CNTU)	300	900	900	Dec. 10 Dec. 14	Wages, hours—Return of workers.
Power, Gas and Water						
Quebec Natural Gas Corp., Montreal and area, Que.	Public Service Employees Federation (CNTU)	800	16,800	21,330	Nov. 21 —	Wages—
SERVICE						
Education						
Commission Scolaire Régionale de l'Yamaska, Yamaska and area, Que.	Association des Educateurs catholiques de St-Hyacinthe	700	11,540	14,690	Nov. 24 —	Wages, hours, working conditions—

*Federal Jurisdiction.

labour gazette

Canada Department of Labour / April 1967

PERIODICALS
(Humanities and Social Sciences)



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-765.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1965. Price 75 cents, Cat. No. L2-15/1965.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Cover Photograph

Canada's "Alouette" satellite symbolizes the technological advances in industry that are compelling labour and management to co-operate in solving the unemployment problems arising from change. See page 234.

—NFB Photo

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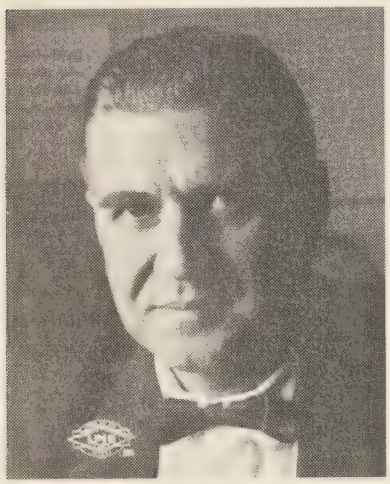
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The Department Today

George G. Blackburn appointed Director of Fair Employment Practices Branch

George G. Blackburn was appointed the first Director of the new Fair Employment Practices Branch of the Canada Department of Labour in February. For



George Blackburn

the past 22 years, he had served as Director of the Public Relations and Information Services Branch.

In his new position, Mr. Blackburn will be responsible for the promotion and enforcement of the Canada Fair Employment Practices Act, which prohibits discrimination in hiring practices based on race, colour, creed or national origin, in all areas of work within federal government jurisdiction. His duties will include the organizing of nation-wide educational and promotional programs designed to overcome all forms of prejudice and discrimination in employment. He will have similar responsibilities with regard to the Female Employees Equal Pay Act, which requires that women be given the same rates of pay as men for doing the same work.

Born in Wales, Ont., Mr. Blackburn was educated in Ottawa, and he was on the editorial staff of the *Ottawa Journal* prior to World War II. During the war, he served in Northwestern Europe with the Fourth Field Artillery Regiment, was promoted to the rank of Captain, and won the Military Cross.

Mr. Blackburn joined the Department of Labour in 1945, and he became Director of Information two years later. Since then he has played a leading role in developing a number of government programs including the national publicity campaign to combat winter unemployment — "Why Wait for Spring? Do it Now."

He originated and developed a national education campaign to reduce discrimination against older workers seeking employment, prepared the first consolidated examination of this problem in Canada at the request of the Canadian Manpower Council, and was for some years Chairman of the Government Interdepartmental Committee on Older Workers. He also developed extensive national publicity campaigns to assist the rehabilitation of the disabled and to widen the employment horizon for the physically handicapped.

Mr. Blackburn also devised educational material to further racial and religious tolerance; and in recent years he mounted an intensive publicity campaign, in cooperation with provincial educational authorities, to reduce the dropout rate from schools. For more than 10 years he produced "Canada at Work," a national weekly radio series that carried labour and employment matters over a network of some 80 stations. He has served on several interdepartmental and other senior advisory committees, and he has represented Canada abroad at many international meetings in the labour and manpower field.

While he was Director of Public Relations and Information Services, Mr. Blackburn wrote scripts for a number of award-winning educational films including: "Date of Birth"; "Everybody's Handicapped" (winner of a Canadian Film Award and a U.S. Golden Reels Award); "You Can Go A Long Way" (winner of a Canadian Film Award); "Call it Rehabilitation"; "Why Wait For Spring?"; and "Wayne and Shuster Look At Technical Training in Canada."

Mr. Blackburn has also acted as technical adviser to the National Film Board in the preparation of a number of other films on labour matters and industrial safety.

New Director appointed to head Public Relations and Information Services Branch

David R. Monk, 46, was appointed Director of the Public Relations and Information Services Branch of the Canada Department of Labour in February. The Branch was formerly known as the Information and Labour Gazette Branch.

In this position, Mr. Monk will be responsible for publicizing the objectives and activities of the Department, and for administering its Information Services program.

He will also keep in close touch with important developments taking place throughout the country of special interest to the Department of Labour.

Prior to his appointment, Mr. Monk was Director of the Information and Technical Services Branch of the Department of Forestry and Rural Development. In that position he was responsible for all matters connected with the Department's external communications in the fields of public relations, public education and information.

Mr. Monk was born in Victoria, B.C. During World War II, he served with the Royal Canadian Corps of Signals. In 1961, he received his Diploma in Public



David R. Monk

Administration from the University of British Columbia.

Before coming to Ottawa, Mr. Monk was with the British Columbia Forest Service of the Department of Lands and Forests, and ultimately served as its Director of Public Information and Education.

50 Years Ago

Coal miners in Alberta and British Columbia struck for a 25-per-cent war bonus and received $1.75 a week

The U.S. Supreme Court upheld the Adamson Eight-Hour Law for railway employees

Labour troubles in the Crow's Nest Pass and Alberta coal fields received some attention in the LABOUR GAZETTE of April 1917. It was recalled that disputes in District 18 of the United Mine Workers had been frequent. "Serious disturbances occurred in 1906, 1907 and 1909; and in 1911 there was a strike of eight months' duration (L.G. 1961, p. 781), which was settled by an agreement between the operators and the UMW of A. This agreement was to be effective until April 1, 1915, provision being made for alterations and renewal from that time for a further period of two years."

A renewal had been negotiated that was to run until March 31, 1917; but in June 1916, the miners had asked for a war bonus of 10 per cent of their wages in consideration of the increase in the cost of living. Negotiations resulted in a supplementary agreement, signed on August 4, 1916 giving wage increases of about 7½ per cent. But on November 11, the miners had asked the Western Coal Operators' Association for a further increase of 25 per cent, effective November 1. Alternatively, they asked for a committee to be set up to investigate the cost of living and recommend a war bonus proportionate to the increase in the cost of living.

When no agreement was reached, the miners went on strike for a few days in November, but work was resumed when the Minister of Labour arranged that a special investigation into the cost of living should be made by an officer of the Department. On January 16, 1917 the miners went on strike again, demanding the 25 per cent bonus or an increase based on the increase in the cost of living shown in the report on the special investigation.

"The strike was settled January 29 through the intervention of the Minister of Labour, who instructed the operators to pay the employees a war bonus of $1.75 a week as from November 15, 1916 to April 1, 1917 when it was expected the new agreement would be negotiated. . . ."

As a result of complaints by railway employees' organizations, the Board of Railway Commissioners toward the end of March issued a judgment on the question of the length of freight trains, in response to an application for an order defining the maximum length of trains on railways subject to the jurisdiction of the Board.

"The judgment emphasizes the burden which the war has placed on the transportation facilities of the country and the necessity of obtaining the highest possible efficiency from the rolling stock, and concludes 'under the existing conditions, the Board is not justified in directing a revision of the length of freight trains.' It is stated, however, that with a return to more normal conditions after the war, the question will be considered on its merits."

The United States Supreme Court in March sustained the constitutionality of the Adamson Eight-Hour Law for railway employees. The American railways had attacked the Act as unconstitutional (L.G., Jan., p. 4), and the LABOUR GAZETTE said that the decision of the Court "finally settles the dispute between the railways of the United States and their trainmen, numbering in all about 400,000. . . .

"At one time it seemed that [a] strike would go into effect on account of the tardiness of the Supreme Court in deciding on the argument. On March 12, when no decision was rendered, the chiefs of the brotherhoods of railway trainmen decided to strike on March 17. This decision brought intervention from Washington, and the brotherhood chiefs agreed to postpone the strike until March 19, in order to give the Supreme Court one more of its regular decision days for the Adamson Act.

"It was announced that if the decision should be favourable, the strike would be called off, but that if it should be unfavourable, or if there should be no decision, the strike would be put into effect. On the morning of the 19th, the railway managers agreed that the terms of the Adamson Law — 10 hours pay for eight hours work — should be accepted regardless of the decision of the Supreme Court, the committee of managers being probably influenced by the news of the sinking of three American ships by German submarines.

"While this agreement did not give the men their demand of time-and-a-half for overtime, which had been recognized in the Adamson law, it provided that the basis of settlement should be in accordance with the terms of the Act if it were found to be constitutional. The necessary changes will, therefore, have to be made in the agreement in view of the decision of the Supreme Court."

Prices and wages were still rising rapidly in April. "In retail prices, the cost of a list of staple foods for a family of five rose to $10.70, as compared with $10.46 for February and $8.36 for March last year. . . . In wholesale prices, the Department's index number stood at 220.6, as compared with 217.3 for February and 176.4 for March 1916." In March 1914, it had been 137.0.

Examples of wage increases included "substantial increases" for carpenters, boilermakers, blacksmiths, patternmakers, moulders and labourers employed by Yarrows Limited, Victoria and Machinery Depot and Navy Yards, Esquimalt. Working hours were at the same time reduced from 48 to 44 a week, except for ship carpenters and shipyard labourers, who already had a 44-hour week. A hundred and twenty-five plasterers in Hamilton had their wages increased from 50 to 55 cents an hour; and plumbers, gas fitters and steam fitters in the same place got an advance that brought their rate to 47½ cents an hour. In the transportation industry, 500 employees of transport companies in Toronto had their wages increased from $59 to $63 a month.

NEWS BRIEFS

Labour unrest discussed at McGill University seminar

Organized labour's extreme restlessness arises "in part because of its internal growing pains, but in equally large part because of its inability to establish reciprocal relationships . . . with its management counterpart at various levels," in the opinion of Prof. C. R. Brookbank of the Institute of Public Affairs, Dalhousie University.

In a paper prepared for a special evening research seminar held recently at McGill University, Prof. Brookbank dealt with "Causes and Issues in Current Labour Unrest."

"Are unions abusing their power, particularly where the strike is concerned? No. But they are sometimes unintentionally misusing their power because the strike is often dysfunctional as a solution to the new levels and complexities of problems, as in the case of essential services like transportation," the speaker said. "Is the collective bargaining process, as we have known it for many years, out of date? No. It is not out of date within the frame of reference for which it was initially developed; but it is inadequate for new labour-management frames of reference that require development at different levels."

He thought that, "for a variety of reasons, none of which is lack of concern on their part," union leaders were losing contact with their members, mainly because of lack of communication between them and the members.

"Will government become the new power figure in labour relations in the public interest? If present conditions continue, government at various levels will — directly or by allotment of power to judicial bodies — have no alternative to acceptance of a directive rather than regulatory role in labour relations," Prof. Brookbank said.

He raised the question whether our present labour legislation was outmoded. "No," he said, "but it is inadequate. How will this erratic and undisciplined behaviour affect the economy? The behaviour on all sides is confused and ineffective rather than erratic and undisciplined, but it will have an adverse effect on the economy unless more orderly relationships emerge from the confusion."

The speaker appeared to think that, in dealing with organized labour, management had failed to "organize" itself for that purpose. He said that organized labour was in "a better position to cope with the complexities of growth and change than is 'unorganized' management," and that "whereas organized labour has expanded its scope and structure, employers have not really felt it necessary to extend their organization in dealing with unions. Traditional management organizations such as the Canadian Manufacturers' Association and the Canadian Chamber of Commerce have maintained and perhaps extended their activities, but not specifically in the area of labour-management relations."

Newfoundland ends strike with decertification threat

Legislation enacted by the government of Newfoundland in January gave 125 striking employees of the Central Newfoundland Hospital at Grand Falls the choice of returning to their jobs within 72 hours, or having their union, the Canadian Union of Public Employees, decertified throughout the province. The employees chose to return to their jobs.

To back up demands for higher pay, the Grand Falls hospital employees walked out on January 24, some 155 hours after the government had invoked Section 39A of the Labour Relations Act — in effect declaring that a state of emergency existed at the hospital.

In a counter-move, the . . . created a new Act named, "An Act Respecting Hospitals" and "An Act Further to Amend the Labour Relations Act," to replace Section 39A of the old Act.

Maximum penalty under the old Act for the walkout of the hospital employees was a fine of $1,000 against the union involved. The new Act outlaws strikes against hospitals in Newfoundland and provides for:

—fines of from $1,000 to $4,000 for unions striking against hospitals, $100 to $500 for officers of the union, and $10 for anyone breaking the Act;

—mandatory decertification of the offending union; and

—a waiting period of one year following decertification, before the union can apply for recertification.

Engaged in the strike that provoked the new legislation were nursing assistants, orderlies, maids, and kitchen and laundry workers — all of whom wanted the government to take action on wage recommendations of a conciliation board.

The Central Newfoundland Hospital Corporation, which administers the Grand Falls hospital and other hospitals on the island province, agreed with the conciliation board report — as did CUPE, which represented the striking employees. But the Corporation pointed out, that owing to lack of funds, it could not grant the recommended increases on its own. The corporation manages hospitals with funds from a budget approved by the provincial Department of Health, plus some minor income from other sources. The total is described as insufficient to cover the estimated $80,000 a year that it would cost to meet the new increases.

At a meeting convened after the hospital employees returned to work, executive members of local, national and international unions that belong to or are affiliated with the Newfoundland Federation of Labour and the Grand Falls and District Trades and Labour Council assured the hospital employees that they will fight indefinitely to have the new legislation removed from the statute books of Newfoundland.

Federal minimum wage increased in U.S.

Effective February 1, 1967, the federal minimum wage in the United States was increased to $1.40 an hour from a previous minimum of $1.25 an hour established in 1963. The amendment to the Fair Labor Standards Act affected over 32 million employees and nearly 2 million companies.

At the same time, the law was extended to include 8 million more workers, who now have a minimum wage of $1.00 an hour. The newly covered workers included those in some laundry and dry-cleaning business, construction, hospitals, nursing homes and schools, hotels, motels and restaurants. Some farm workers, on large farm operations, were included for the first time, provided that certain qualifications were met.

Congress enacted the amendment concerning increases in the minimum wage last fall. The present outline for wage increases in firms under federal jurisdiction called for a minimum of $1.60 an hour by February 1, 1968 for all those previously covered and an equal wage level, through five yearly increases, by February 1, 1971, for those newly covered by the Act.

Most workers covered by the Act already earn more than the new minimum wage level. Therefore, the legislation forced pay increases for only 4.6 million workers this year, and about 100,000 workers next year.

Pros and cons of injunctions debated by B.C. labour and management

Representations favouring and opposing the use of injunctions in labour disputes were made at a conference of labour and management representatives held under the sponsorship of the British Columbia Federation of Labour on January 7 and 8 in Vancouver.

Don Lanskail, Forest Industrial Relations Limited, said that labour wants injunctions abolished as part of a move toward uprooting the present collective bargaining system, and as a means of providing labour with more power. He charged that labour wants the injunction abolished so that it can gain the right to compel workers, through organizational or mystery picketing, to join a union and to force an employer to capitulate in the face of massive picketing in a legal dispute.

Labour's anti-injunction campaign, Mr. Lanskail asserted, is a form of camouflage that is hiding the real issues confronting labour and management. "The campaign," he said, "is designed to bring about a massive tilt of the present bargaining balance between labour and management, and would give labour a weapon against which there would be no effective defence.

"The present balance of bargaining power does not disclose any need for massive changes. Labour has all the power it needs to advance the interests of the Canadian worker. . . ."

Mr. Lanskail expressed the belief that injunctions support rather than hinder the free system of collective bargaining, and he stated that if the real issues were put before the public at large, they would overwhelmingly support continuation of the system.

Ray Haynes, secretary of the British Columbia Federation of Labour, told the conference that there would be no industrial peace in British Columbia until such time as unions are accepted as an integral part of society, and that the first step in that direction would be for all concerned to listen to labour's arguments against injunctions.

An injunction banning picketing, Mr. Haynes noted, has never helped to bring any strike or lockout to a conclusion — at least, not a negotiated conclusion. "At best," he said, "all an injunction does is prolong a dispute. Injunctions were intended to maintain the status quo. The results are the opposite in labour disputes." They result in defeats for the unions, the firing of workers, and the smashing of unions.

Mr. Haynes was particularly critical of the *ex parte* injunction, arguing that it places undue pressure on court judges to make quick decisions on complaints of one party without any rebuttal from the other in a dispute.

"When a judge is asked to make a decision granting an injunction," said Mr. Haynes, "he is actually being asked to decide victory or defeat on issues of social import on the terms of legal procedures and outdated precedents."

Tom Berger, a labour lawyer and a member of the British Columbia Legislative Assembly, charged that B.C. labour legislation has curtailed personal freedom. He believes that injunctions should be applied in some cases, but that the *ex parte* injunction should be removed from labour disputes.

"The first few days of a labour dispute are usually critical," said Mr. Berger. "The conduct of some employers bears testimony to this. After receiving an injunction, it is rare for them to take a case any further. . . . With an *ex parte* injunction, the employer has what he wants without having to prove his case."

A plea for the early establishment of a new labour relations board that would sort out labour problems, was entered by Mr. Berger.

B. W. F. McLoughlin, a representative of the legal profession, pointed out that the courts have bent over backwards to exercise care in the use of injunctions, and he expressed the opinion that neither management nor labour is lily-white in the injunction issue.

"Some unions," said Mr. McLoughlin, "will cheerfully ignore the law; be ready to accept whatever penalties result, in the hope of gaining some economic advantage in the bargaining.

"Some employers do the same. To deal with these irresponsible persons on both sides, the injunction, and often the *ex parte* injunction, must be available. . . ."

Jack A. Moore, director of Western Canadian Regional Council No. 1, International Woodworkers of America (AFL-CIO/CLC), told the conference, "If we can come to an understanding, we can maybe exert enough influence on the Government to enact legislation to drive labour relations in this province into the Twentieth Century."

At the present time, he said, "we are trying to cope with 20th century problems with Nineteenth Century mechanisms, and injunctions are a 19th century mechanism. As long as we run to the courts to get our chestnuts taken out of the fire, we will never have the kind of industrial peace we need to continue progress in this nation."

Government employment in Britain

The British Ministry of Labour's employment services are provided through a country-wide network of about 1,000 offices that act as employment exchanges; and a pamphlet, "Government Employment and Training Services in Britain," dated October 1966, prepared for British Information Services, Canada, describes briefly the nature of the services provided.

"The primary function of the employment exchanges is to introduce, free of charge and without obligation, suitable persons seeking employment to employers requiring employees, thus providing an efficient service to employers and jobseekers, and meeting the needs of the national economy," the booklet says.

The services are dealt with under the main headings: placement and counselling, youth employment service, disablement resettlement service, mobility of labour, employment of workers from overseas, and industrial training.

Bill C-231, "to define and implement a national transportation policy for Canada, to amend the Railway Act and other acts," etc., (L.G., Oct. 1966, p. 561), was given third reading on January 27 (*Hansard* 12364), and received the Royal Assent on February 9 (p. 12855).

The establishment of a Royal Commission on the status of women, with Mrs. John Bird as chairman, was announced by the Prime Minister on February 3 (p. 12613). The Commission was to "report on the status of women in Canada and to recommend what steps might be taken by the federal Government to ensure their equality with men in all aspects of Canadian society.

"Effective March 1, Central Mortgage and Housing Corporation will accept applications from merchant builders for loans to be made in the period April 1 to May 31 inclusive, without a pre-sale requirement," the Minister of Labour announced in the House on January 30 (p. 12381). He said that the program would be similar to the recent annual fall direct-lending arrangements that had been used to encourage winter construction and stabilize employment during the winter months.

Briefs to the Government

Canadian Labour Congress

In its annual brief to the Government, the Canadian Labour Congress referred to the "series of industrial disputes," that had occurred in the period between presentation of the 1966 and the 1967 briefs, and suggested that the reaction to the disputes "in Parliament and other quarters has led us to believe that there is still widespread ignorance of the nature of trade unions, and considerable prejudice against them."

The Congress wondered why a state of shock was evident in certain quarters at the suggestion that trade unionists should seek substantial wage increases at a time when they accept with equanimity "the higher than average salary increases business executives have granted to themselves," and the record profits shown by Canadian corporations during the period. Surprise was also expressed by the Congress over the fact that those who "ought to know better" were outraged that trade unionists should use strikes in order to achieve wage gains.

The CLC lamented that the present government "has seen fit to use the coercive powers of the state to force striking workers back to work on one occasion, and to use the threat of such powers in a number of others. . . . We believe very strongly that it is no solution to industrial disputes for your government to restrict or deny to workers the right to withdraw their labour, and to compel them to work against their will. That is a formula familiar to every authoritarian government the world over, but one that is inconceivable here."

Government's "Task Force"

Reference was made in the brief to the Government's appointment of the "Task Force" to study labour relations legislation. This drew the complaint from the Congress that there was no member of labour or management included in the makeup of the group, and the suggestion that "rather than a change in legislation, the need is for a more genuine acceptance of trade unions and the role they play in a free society."

The Congress declared that "it is natural and inevitable that trade unions should exploit their advantage of relatively good times in order to obtain higher wages. If they failed to do so, they could hardly justify their continued existence. Yet, this very legitimate function is being disputed and denied. There apparently is no proper time when trade unions should seek wage increases."

Both the Government and the people of Canada "must face up to the inevitable fact that the trade unions will continue to press for wage increases, and that they will engage in strike action, if necessary, in order to achieve their objectives."

Referring to the Government's responsibility to public interest and international trade relations, the CLC stated that the Government also has "a role to play in the development of mature labour relations in Canada," and that doing that properly "may enable you to carry out your other responsibilities more successfully."

Canada's Economy

The brief described the economy of Canada as being "in a very precarious state," and went on to state the CLC's belief that, "in the absence of corrective economic measures, there is every likelihood that our nation's birthday (referring to Centennial Year) will be marred by an increase in the level of unemployment, and possibly by a trend toward the sluggish rates of growth and high levels of unemployment that plagued the economy from 1957 to 1962."

To support its claim, the Congress suggested that there is evidence of a slowing of the growth of the gross national product, a dramatic decline in the number of new housing starts, and forecasts of a decline in investment.

On an optimistic note, however, the Congress pointed out that "we are confident that the levelling off in . . . rate of economic growth forecast for 1967 need not necessarily be the harbinger of a prolonged recession in the Canadian economy, provided that the appropriate expansionary policies are enacted soon enough."

Appropriate expansionary policies, the CLC submitted, would be a critical evaluation of the level of construction expenditures, elimination of the 11 per cent tax on building materials, immediate action towards expansion of social security programs, and easing of monetary restrictions.

Labour Board Representation

A firm stand was indicated by the Congress in its brief "against any reduction in its representation on the Canada Labour Relations Board, and against interference with national collective bargaining units."

Referring to attempts allegedly being made by the Confederation of National Trade Unions to change the makeup of the Board, the CLC stated: "We do not propose to accede to any change in the composition of the Board which would reduce the number of Congress nominees and add to that of the Confederation.

"We say this secure in the knowledge that we are indisputably the major trade union centre, not only in Canada as a whole, but in the province of Quebec as well. The Congress alone has members in every part of Canada. We do not propose to subordinate ourselves to a minor organization, merely to satisfy the aspirations of its leaders."

Acceptance of the CNTU's alleged efforts to change bargaining relationships would mean "a disintegration of national collective bargaining relationships, and their transformation into a system alien to this country." The Congress concluded with the assertion that "we have no intention of submitting to any move in this direction."

The Congress expressed the belief that the Government's decision to abandon

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Canadian Railway Labour

Executives' Association

In their annual brief to the federal Government, February 9, the Canadian Railway Labour Executives' Association expressed disappointment that the Government had not accepted the Freedman recommendations (L.G., Jan.-Feb. 1966, p. 4). "We are aware that you have appointed a 'task force' to examine Industrial Relations," the brief said. "In all sincerity, we look upon this action as a postponement of the necessity of taking a decision. All the praise that was directed towards Mr. Justice Freedman and his report are meaningless in view of the decision to establish the 'task force'."

The brief, read by J. A. Huneault, Vice-president, Brotherhood of Maintenance of Way Employees, pointed out that since 1963 the railway unions had made repeated representation to the Government concerning the inadequacy of the Industrial Relations and Disputes Investigation Act. They were becoming increasingly alarmed at the gap in the Act that made it possible for management to unilaterally impose changes in working conditions during the life of a collective agreement.

"Our fears were justified, as evidenced by the legislation last September that brought an end to the legal strike of railway employees before an agreement was reached." The brief further argued that compulsory arbitration would be "unjustifiable discrimination against labour in a democratic society," and would not bring an end to strikes, but would make them just illegal. Final and binding arbitration negates the purpose of collective bargaining, the brief said, and represents a retrograde step in industrial relations in Canada.

The brief expressed approval of the principle of Bill C-231. "We have consistently advocated the need for a national transportation policy in Canada." The Association reminded the Prime Minister that on December 2, 1966, it had written to him and to all members of Parliament about the lack of responsibility for railway employees who could suffer the adverse consequences of the legislation.

The Association pointed out that although Bill C-120, which preceded the present bill, did not provide for an amendment to Section 182 of the Railway Act, it did consider remunerating railway employees for any financial loss caused by change of residence. "We expressed the view to the Standing Committee in a letter dated March 15, 1965 that the amendment fell pitifully short of our request and indeed of (their) own recommendation."

The Association's brief also recommended:

—that the Government provide, through Bill C-231, for an amendment to Section 182 of the Railway Act to ensure the rights of railway employees in case of abandonment, merger between railways, closing of terminals, introduction of run-throughs and other changes;

—that the compensatory provisions of the Canadian National-Canadian Pacific Act be incorporated into the Railway Act, to provide compensation as a criterion to be used by the Transport Commission;

—that in view of the possibility of joint operating rights, a provision be written into Bill C-231 that would guarantee the right of employees to negotiate for a fair and reasonable share of employment opportunities.

The brief asked also that the Government:

—incorporate into the Canada Labour (Safety) Code the standards set out in the present Sanitary Code;

—increase the basic exemptions provided for by the Estate Tax Act to $100,000;

—afford greater income tax relief to persons in the lower income brackets;

—increase the yearly grants to the Railway Grade Crossing Fund;

—permit legal lotteries for allocation to social services by amending the Criminal Code;

—follow a policy of maintaining Seaway user charges at a level that will meet current and future operating costs, and provide for needed expansion and modernization of the Seaway system.

In addition to Prime Minister Lester B. Pearson, the Government was represented at the hearing by Hon. John R. Nicholson, Minister of Labour, Hon. Allan J. MacEachen, Minister of National Health and Welfare, Hon. Arthur Laing, Minister of Indian Affairs and Northern Development, Hon. Jean Marchand, Minister of Manpower and Immigration, Hon. J. W. Pickersgill, Minister of Transport, Hon. C. M. Drury, Minister of Industry and Minister of Defence Production, Hon. John J. Connolly, Minister without Portfolio, Hon. Walter L. Gordon, and Mr. Bryce Mackasey, Parliamentary Secretary to the Minister of Labour.

The Government's Reply

In replying to the submission by the Canadian Railway Labour Executives' Association, the Minister of Labour refuted the suggestion that "the Government paid lip service to the Freedman Report." He acknowledged the Association's concern with certain inadequacies in the Industrial Relations and Disputes Investigation Act and in the new working conditions induced by technological change in the railway industry.

He said that the Freedman Report recommended voluntary agreement between labour and management groups "wherever possible" to discuss changes in working conditions. He remarked that it was encouraging to observe the number of negotiations and conciliation board proceedings initiated during the six months following the tabling of the Freedman Report.

Mr. Nicholson reminded the Association that the Brotherhood of Railroad Trainmen had a firm commitment from management that no run-throughs would be introduced without prior discussion

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Collective Agreements in Manufacturing

Vacation and Holiday Provisions

A study of 25 main types of provisions contained in collective agreements covering bargaining units of 1,000 or more employees in all Canadian industries except construction and railway transport was published in two parts in the October and November 1966 issues of the LABOUR GAZETTE (p. 564 and 640).

The first part of that study showed that of the total number of 188 agreements covering 505,400 employees, 94 agreements covering 249,120 employees were in manufacturing industry. A second study dealing separately with manufacturing only, based on the same survey as the previous general study, has now been completed, and the findings will be analysed in this and in the May issue of the GAZETTE.

As in Part I of the previous study, the agreement provisions examined in this issue will be those dealing with paid vacations and paid holidays. Tables on these provisions are included, as well as two other tables showing the scope of the study by province and by month of expiry of agreement.

In the May issue, the subjects covered will be compensation for work on paid holidays, shift premiums, call-in pay guarantees, pay for union officials for time spent on grievance work or in the negotiation of collective agreements, and paid bereavement leave. A number of miscellaneous provisions will also be examined.

The findings of this survey are set out in the accompanying tables and in those that will be published in the next issue of the LABOUR GAZETTE.

The agreements used in the survey are the same as those used in the previous study, "Collective Agreements in Industry," (L.G., Oct. 1966, p. 564 and L.G., Nov. 1966, p. 640), except that only those in the manufacturing industrial group were included.

The study was made by Ross Charlton, Barry Maloney, and Daniel Stace of the Economics and Research Branch of the Department, under the supervision of Felix Quinet, Chief, Collective Bargaining Division.

In a few cases where the language used in the agreements left some doubt as to its meaning, the provisions could only be classified subject to the proviso that they may be open to other interpretations as well.

Among the main findings concerning the provisions dealt with in the present issue were the following:

—of the 94 agreements covering 249,120 employees, only one affecting 1,990 employees failed to mention a provision for paid vacation of more than one week; and all but three, covering 5,310 employees, provided for a two-week vacation after various lengths of service;

—all but seven of the 94 agreements provided for a three-week vacation; and all but 19, covering 47,160 workers, provided for a paid vacation of four weeks;

—a five-week vacation was provided for in only 15 of the 94 agreements;

—some form of "extended" vacation, such as "supplementary vacations," or "pre-retirement vacations," was provided for in 12 agreements covering 13 per cent of the employees;

—in all the agreements, there was provision for paid holidays, four days a year being the minimum number and 13 days the maximum; eight days was the commonest number;

—71 of the agreements covering 71 per cent of the employees applied to bargaining units in Ontario and Quebec, numbering 38 and 33 in each province respectively.

Month of Expiry

	1965		*1966*		*1967*		*1968*	
	Agreements	*Employees Covered*	*Agreements*	*Employees Covered*	*Agreements*	*Employees Covered*	*Agreements*	*Employees Covered*
January	—	—	—	—	—	—	1	1,700
February	2	7,550	6	11,450	1	1,000	3	4,880
March	—	—	3	9,660	3	3,490	—	—
April	6	10,670	2	2,600	6	13,150	5	7,570
May	3	4,350	1	1,200	1	1,730	—	—
June	2	6,330	6	34,390	2	3,980	—	—
July	—	—	5	28,020	1	1,000	1	1,210
August	1	1,200	2	2,100	3	7,100	—	—
September	—	—	2	2,340	1	1,990	—	—
October	2	2,040	1	1,300	2	16,800	—	—
November	1	1,130	—	—	4	16,100	—	—
December	4	5,990	4	9,070	7	26,030	—	—
TOTAL	21	39,260	32	102,130	31	92,370	10	15,360

Paid Vacations

	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
General				
No provision	1	1	1,990	1
Provision for more than one week*	93	99	247,130	99
TOTAL	94	100	249,120	100

*Provisions under which entitlement to time off does not match the amount of vacation pay were tabulated on the basis of vacation pay.

	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Two Weeks				
No provision	3	3	5,310	2
After:				
1 year	33	35	134,080	54
14 months	3	3	7,550	3
2 years	9	10	20,530	8
3 years	26	28	44,030	18
4 years	2	2	3,670	1
5 years	18	19	33,950	14
TOTAL	94	100	249,120	100

	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Three Weeks				
No provision	7	8	24,990	10
After:				
1 to 3 years	5	5	19,660	8
5 years	11	12	61,590	24
7 to 9 years	6	6	9,360	4
10 to 14 years	52	55	104,700	42
15 to 20 years	13	14	28,820	12
TOTAL	94	100	249,120	100

	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Four Weeks				
No provision	19	20	47,160	19
After:				
10 to 18 years	11	12	46,260	19
20 years	32	34	95,760	38
21 to 23 years	10	11	24,180	10
25 years	18	19	26,010	10
28 years	4	4	9,750	4
TOTAL	94	100	249,120	100

	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Five Weeks				
No provision	79	84	211,370	85
After:				
25 years	9	10	16,240	7
27 years	1	1	1,300	—
30 years	5	5	20,210	8
TOTAL	94	100	249,120	100

The dash indicates a percentage of less than 0.6.

	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Extended Vacation*				
No provision	82	87	217,490	87
Provision for some form of extended vacation	12	13	31,630	13
TOTAL	94	100	249,120	100

*Includes such provisions as "supplementary vacations", "pre-retirement vacations", extended vacations in designated year of service, etc.

Paid Holidays

Days a Year	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
No provision	—	—	—	—
4 to 7	10	11	28,660	12
8	41	43	87,930	35
9	28	30	77,640	31
10 to 13	11	12	45,570	18
Other*	4	4	9,320	4
TOTAL	94	100	249,120	100

*Includes provisions for extra pay feature.

By Province

Province	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Newfoundland	2	2	3,200	1
Nova Scotia	2	2	3,900	2
Quebec	33	35	69,590	28
Ontario	38	40	107,100	43
British Columbia	9	10	43,890	18
More than one province	10	11	21,440	8
TOTAL	94	100	249,120	100

Adjustment to Change

The Economic Council of Canada has recommended a broad program of labour-management co-operation for the solution of unemployment problems arising from technological changes in industry

The importance of encouraging technological improvement, and at the same time the need to prevent the hardships it causes to individuals from falling too heavily on those directly affected, is emphasized in *A Declaration on Manpower Adjustments to Technological and Other Change*, recently issued by the Economic Council of Canada.

Appended to the declaration, besides the names of the chairman and vice-chairman, are the names, occupations and official designations of all the members of the Council, among which are representatives of business concerns, trade unions, farmers' organizations, two universities, and a consumers' organization.

"History shows that in the long run technological development increases employment, incomes and living standards. It creates new jobs and new occupations through new processes and new products. It offers the possibility of shorter working hours with more leisure time and easier work," the Council says in pointing out the benefits of technological improvement.

Keeping Pace

It also refers to the particular importance of keeping pace with technological developments in the case of a country like Canada, with its open economy and its heavy dependence on exports. "If we fall behind technologically, the Canadian economy will suffer; we will be unable to maintain our competitive position and achieve full employment and strong economic growth."

The main concern of the declaration, however, is to suggest ways and means by which those employees who are displaced by technological change can be found, or helped to find, other satisfactory jobs. The Council recommends "a range of adjustment methods and procedures which have been successfully tested in many situations involving change." These recommendations set out the part that should be played by government, labour and management, the need for manpower planning, and describe certain "Agreed Methods of Adjustment to Change."

"A basic role of government is to contribute through appropriate policies to a high level of over-all demand in the economy. This is necessary if we are to achieve full employment. Without these conditions, it would be difficult if not virtually impossible . . . for labour and management to effectively assist employees displaced by technological and other innovations. . . ."

But even under conditions of full employment, displaced manpower cannot be sure of finding alternative employment without help, and it is there that labour and management have important responsibilities. The measures that should be taken by them include counselling, training and retraining of the employees affected, and their transfer to other jobs within or without the plant. These measures require the co-operation of labour and management, and in this regard, joint labour-management committees functioning throughout the year are recommended.

Manpower Planning

In putting into effect measures of manpower adjustment, the importance of manpower planning well in advance of expected changes is emphasized. The success of these measures is largely dependent upon it, and such planning might be among the functions of a joint labour-management committee, the declaration suggests.

"Some believe that discussions or negotiations between the parties should not be limited to the consequences of change, but should also concern change itself. However, this question of negotiating change does not come within the framework of this declaration. . . ."

Methods of Adjustment

Among the "agreed methods of adjustment to change", the Council places advance notice of change first. Such notice should be given as early as possible—three months being the minimum if the changes are "of material significance" — and it should explain the expected effects on manpower. "Advance notice, to be effective as an initial step prior to the selection of actual programs of adjustment, must be given to the local union or unions, to the joint labour-management committee, where it exists, and to the employees affected. Only then can the adjustment process be arranged through the co-ordinated efforts of the employer and the union or unions. When the adjustment to change requires the use of public programs, advance notice should also be given to such public authorities as required. . . ."

Taking advantage of attrition of the labour force is one of the most valuable ways of minimizing the effect of displacements. Instead of hiring new employees to take the place of those who have left, persons who face layoff may be put into the vacant places. Normal attrition may be hastened in some cases by the device of early retirement of those who, for

health or other reasons, find it difficult to continue working until normal retirement age.

One way of making use of advance manpower planning is "the use of transfers within the same firm to prevent loss of employment due to technological or other change." In some cases, retraining may be needed to enable such transfers to be made. "Where the departmental seniority system is a serious hindrance to transfers, labour and management should seek a change to a form of plant-wide seniority. . . .

"In the case of multi-plant companies, the problem of transfer may be alleviated by inter-plant mobility. Inter-plant transfers can, however, become complicated when different unions represent workers in different plants, and where one union holds separate contracts for different plants. . . . There must be a high degree of co-operation among different unions and between unions and management, in order to modify the seniority structure and thus permit the necessary degree of flexibility."

Training and Retraining

The most difficult problem in training or retraining is that many workers lack the necessary basic education and technical training. In spite of the expansion of training programs in recent years, especially by the government, the opportunities provided are not being sufficiently exploited, the Council said. Too many workers, unions, and managements do not know of, or do not know how to take advantage of, the facilities that exist for setting up training programs in industry.

Portability of Pension Rights

"There is a vital need to increase pension portability in order to increase the potential mobility of workers in an age when technological and other change is making mobility more important than ever before. . . . Vesting of pension rights . . . tends to make the pension structure more flexible, thus increasing the potential mobility of a worker. . . ."

Financial Measures

In cases where separation from the firm cannot be avoided, financial measures to ease such a separation are needed. These may take the form of severance pay, supplementary unemployment benefits or mobility allowances.

"If severance pay is to be a useful adjustment device, it must be reasonably substantial, and there should be effective counselling on its use. . . . Supplementary unemployment benefits . . . can serve as a useful device in aiding workers who may be unemployed for long periods before recall. In recent months, a governmental mobility allowances program has been in operation. . . . Labour and management have a responsibility to see that workers are fully informed on how to get such assistance. . . ."

Co-ordination of Measures

Improved placement facilities, training and retraining programs, and mobility assistance programs give federal and provincial governments the means to support and complement the adjustment measures that are within the scope of labour and management, but "co-ordination of all these activities is essential."

"The increasing availability of, and improvements in public labour market programs through the new Canada Manpower Division of the federal Department of Manpower and Immigration, and provincial programs, should considerably reduce adjustment burdens on the private parties." But the declaration said that, to ensure that adjustment problems are not dealt with in piecemeal fashion, governments, labour and management must act in concert in order that public and private measures may be used together in the most suitable way.

Labour Unions, Collective Bargaining And Inflation

"There is little evidence supporting the view that collective bargaining in Canada is an initiator of inflation," said Dr. George Saunders, Director of the Labour department's Economics and Research Branch (L.G., Dec. 1966, p. 708), in an address to the Thirteenth Annual Congress of the Commerce Students of Quebec, in December. He told the Congress that recent collective bargaining experience seemed to indicate that, in periods of rising economic activity, collective bargaining had the effect of holding down wages.

In his address, Dr. Saunders discussed the role of collective bargaining in the development of inflation. He noted that collective bargaining applied to only a limited part of the Canadian labour force, unlike many European countries where the whole work force is unionized, and collective bargaining is highly centralized. In Canada, three quarters of the labour force is not unionized, and it has its wages and working conditions settled outside of collective bargaining.

"In recent years, wages and salaries in these non-union sectors have been rising at a faster rate than in union sectors." Dr. Saunders explained this relative behaviour in terms of supply and demand factors. The services of unskilled and semi-skilled workers, most of whom are union members subject to collective bargaining, are in relative abundance, whereas the services of professional and technical workers, who are largely unorganized, are in great demand.

Dr. Saunders noted that the union sector of the Canadian economy is a key one because it involves manufacturing, forestry, mining, building construction, utilities and transportation. "If collective bargaining is successful in pushing up costs in this sector . . . these costs would be reflected in the prices of the variety of products [of] Canadian industry."

Dr. Saunders noted further that the so-called inflationary wage settlements occurred in sectors where competitive forces are weak, such as air, rail, truck and water transportation firms, which enjoy monopolistic or oligopolistic market positions. He suggested that much of what was negotiated was simply a "catching up" to current standards. "The tough bargaining and strikes that have accompanied many of the large settlements of the past year, therefore, may reflect not so much the size of the settlements, but rather their timing. In any event, the increasing rate of wages we are now observing is neither a unique phenomenon restricted to the collective bargaining sector nor to this period of business activity."

Dr. Saunders emphasized the importance of market forces in influencing wages. He found it difficult to accept the notion that collective bargaining played a role that was significantly greater than the role played by other factors of the inflationary process in the Canadian setting. "We may find a high correlation between the extent of collective bargaining and wage behaviour, but this may be because unionism tends to be concentrated in highly productive, high-wage-paying industries. There are numerous examples of highly organized industries, such as clothing and textiles, in which wages are low compared with those of other equally well organized industries, such as automobiles and steel."

Unity in the Construction Industry

Peter D. Dalton Named CCA President



Peter D. Dalton

—Photo by Ashley and Crippen

The Canadian Construction Association, at its annual meeting in Toronto, elected Peter D. Dalton, President of Dalton Engineering and Construction Co. Ltd., as its president for 1967.

Mr. Dalton is past President of the Ontario General Construction Association and of the Toronto Construction Association. He is also the employers' delegate to the National Technical and Vocational Training Advisory Council.

He graduated from McGill University in 1928 with a degree in Engineering. In 1940, he founded the Dalton Engineering and Construction Co. Ltd. Mr. Dalton succeeds Armand Trottier, President of Philippe Trottier, Inc., who is now the Immediate Past President of the CCA.

The need to achieve greater unity among construction associations was one of the principal topics discussed at the 49th annual meeting of the Canadian Construction Association held in Toronto, January 20 to 25. "If employees can go and get a union certified to represent them, why shouldn't contractors be able to go and get an association to represent them? It might equalize bargaining power on the two sides of the bargaining table," said Dr. John Crispo, Director of the Centre for Industrial Relations at the University of Toronto, in a progress report on the "Canadian Inquiry on Construction Labour Relations," which was commissioned as a Centennial Project by the CCA.

The report consists of 14 topics concerning several aspects of the construction industry and its labour relations. Many of the individual topics included in the report are centred on the whole question of the bargaining process in the construction industry.

Dr. Crispo charged that one of the major problems facing the construction industry was the lack of solidarity among associations in settling union disputes. The Associations in most localities are practically powerless, he said. He cited the example of the recent strikes in the meatpacking industry to show how firms were making separate settlements with unions in order to take advantage of competitors' difficulties.

Other reports on this topic will include a study on Labour Relations Acts in this country, under the direction of Dr. A. W. R. Carrothers, Dean of the Faculty of Law of the University of Western Ontario; a study of technological changes in industry, prepared by the National Research Council; and a study of the building trade unions' problem of jurisdictional disputes. Dr. Crispo told the group that Abbé G. Dion, Faculty of Social Sciences of Laval University, who is a fellow-member of the federal Task Force on Labour Relations, "is looking at the causes and consequences of jurisdictional disputes, at various approaches that can be taken to try to minimize these disputes and, where they break out, to try to deal with them."

Dr. Crispo went on to discuss a study being made on manpower forecasting supervised by K. V. Pankhurst, Department of Manpower and Immigration. "They are going to be looking at the need for a manpower forecast, which is pretty obvious if you are worried about training and filling needs in the future."

He also outlined some of the problems and factors that complicate labour relations in the construction industry. Craft fragmentation among the trades, whereby each trade does a relatively minor piece of the total work, is one of these factors. He cited a lack of job security as one of the major environmental problems.

The problem of attitudes on both sides was also discussed by Dr. Crispo. "[Among employees], there is really no loyalty toward the individual firm." Contractors make deals with unions, he said, but cannot make deals with fellow contractors, because of either lack of trust or fear of the combines investigation branch (Investigation and Research, Combines Branch, Department of the Registrar General).

Presidential Address

In his presidential address, Armand Trottier discussed construction unity, Association unity and Canadian unity. "The CCA personifies construction unity at the national level for the firms in our membership representing on a widespread basis the various major aspects of the construction industry — and all on an equal basis. It is also a good example of Association unity, for its membership includes nearly one hundred associations. And it is a good example of Canadian unity, for this membership is built up from all of our ten provinces, and has agreed to policies and programs on a nation-wide basis."

A panel addressed the general session of the CCA on the subject of "Construction Prospects, 1967-1970." Dr. J. J. Deutsch, chairman of the Economic Council of Canada, told the delegates that the construction industry has been an industry of particular interest to the Council. "There are very few countries in the world where the construction industry is as important as it is in Canada. In Canada, we are great users of capital, and capital expansion investment plays a very large role in our development."

Dr. Deutsch went on to say that in 1963 he projected a need to increase the volume

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Working Conditions in Canadian Industry, 1965

The scope of the annual survey was extended to include employees of federal and provincial governments, hospitals and water transport

Health benefit plans cover 86 per cent of non-office, and 93 per cent of office workers

A large majority of the employees in establishments included in the May 1965 survey of working conditions conducted by the Economics and Research Branch of the federal Department of Labour were covered by some type of health benefit plan. Plans of this kind applied to 86 per cent of the non-office employees and 93 per cent of the office workers.

In the following analysis, the percent coverage of health benefit plans refers to the number of persons employed by establishments reporting the plan as a percentage of the total number of employees covered by the survey. This is not necessarily the same as the number of employees that actually participate in such plans — in some cases an establishment may have a plan of the kind, but some of the employees may not be covered by it.

The survey conducted by the Department in May each year is the most extensive review of working conditions in Canada: the report on the 1965 survey is based on information obtained from nearly 21,000 returns from employers with a total of 2,928,985 employees on May 1 of that year—only a little short of 40 per cent of the labour force.

This total was made up of 1,976,551 non-office, and 952,434 office employees. Comparable figures for the 1964 report were a total of 2,341,647 employees, comprising 1,622,929 non-office, and 718,718 office workers.

The total number of employees covered in 1965 was thus 587,338 greater than the number covered in the 1964 survey. This increase was accounted for mainly by the inclusion in 1965, for the first time, of employees of federal and provincial governments, hospitals, water transportation and service incidental to water transportation. Before 1965, the only government employees covered were those of municipal public works departments.

The main non-agricultural industries still not included in the survey are forestry, construction, and education.

NON-OFFICE EMPLOYEES

Health benefit plans, the survey showed, covered 86 per cent of the 1,976,551 non-office employees in 20,592 reporting units. Major medical services only were provided by plans covering 20 per cent of the employees. Plans providing specified basic benefits only covered 36 per cent of the workers, and 30 per cent came under plans that provided a combination of major medical and specified benefits.

The main types of benefits provided, and the percentage of employees covered by each were: surgical and obstetrical, 84; physician's care in hospital, 82; physician's home and office calls, 73; special duty nursing care in hospital, 32; diagnostic, X-ray and laboratory services, 76; and prescribed drugs, 34.

Sixty-four per cent of the plans were financed by employer and employees jointly, 14 per cent by the employer only, and 8 per cent by the employees only. In plans covering 83 per cent of the employees, both the employees and their dependants were covered.

By Province

British Columbia led in the proportion of non-office employees covered by health benefit plans, with 94 per cent of the 183,343 employees in the 2,085 units that reported.

The lowest percentage of employees covered were: Saskatchewan, 33 per cent (this province has a government health plan); Prince Edward Island, 60; Newfoundland, 65; and Nova Scotia, 75 per cent. In other provinces, the percentage covered ranged from 83 to 89.

By Industry

In manufacturing, 91 per cent of the 922,557 employees covered by the survey came under health benefit plans. In some industries including natural gas, rubber footwear, tires and tubes, aircraft and parts, railway and rolling stock equipment, and railway transport, the coverage was complete.

Industries with the smallest proportion of employees covered were: coal mining, 25 per cent; clothing, 57 per cent; services incidental to water transportation, 59 per cent; laundries and dry cleaning, 58 per cent; investment and loan, 51 per cent; and restaurants, 48 per cent.

OFFICE EMPLOYEES

Of the 952,434 office employees in 18,949 reporting units included in the sur-

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"Working Conditions in Canadian Industry, 1965, prepared by the Economics and Research Branch of the Department of Labour, has just been issued. This report gives the most recent available information on such working conditions as: hours of work, frequency of pay days, reporting pay, minimum call-out pay, statutory holidays, vacations with pay, health benefit plans, number of employees covered by collective agreements, uniforms, and club and association membership fees.

The report is in two parts, the first one covering non-office, and the second office employees. Both parts are presented on a geographical and an industrial basis. The information on each item of working conditions is first given for the industrial composite for Canada and for each province, and then separately for each of the industrial groups into which the survey is divided.

The information contained in the report was obtained from the Department's annual survey of working conditions conducted at May 1, 1965, based on almost 21,000 reports from employers with a total of 2,928,985 employees.

The bilingual report, price 75 cents, may be obtained from the Queen's Printer, (Catalogue No. L2-15/1965).

vey, 93 per cent were covered by health benefit plans. Major medical service only was provided in plans covering 21 per cent of the employees in the survey, and the same percentage of the employees came within the scope of plans providing specified basic benefits only. Plans in which a combination of major medical and specified basic benefits were given covered 51 per cent of the employees.

The particular types of benefits provided, and the percentages of employees covered by each type were: surgical and obstetrical, 93; physician's care in hospital, 91; physician's home and office calls, 86; special duty nursing care in hospital, 61; diagnostic, X-ray and laboratory service, 86; and prescribed drugs, 62.

Seventy-one per cent of the plans were paid for by the employer and the employees jointly, 11 per cent by the employer only, and 11 per cent by the employees only. Both the employees and their dependants were covered in plans that included 92 per cent of the employees in the survey.

By Province

As with the non-office workers, British Columbia had the highest proportion of employees in the survey covered by health benefit plans, namely 98 per cent. In several other provinces, however, the coverage was almost as high, New Brunswick and Alberta having 97 per cent and Quebec 96 per cent.

The lowest percentage covered was again in Saskatchewan, namely 46 per cent. In all other provinces the percentage was above 90, except in Newfoundland, with 88, and Prince Edward Island, with 81 per cent.

Health Benefit Plans in Canadian Industry, 1965

	Non-Office Employees	*Office Employees*
	No.	No.
Survey coverage	1,976,551	952,434
	%	%
Have health benefit plan	86	93
Types of plans		
Major medical provisions only	20	21
Specified basic benefits only	36	21
Combination of major medical and specified benefits	30	51
Types of benefits		
Surgical and obstetrical	84	93
Physician's care in hospital	82	91
Physician's home and office calls	73	86
Special duty nursing care in hospital	32	61
Diagnostic, X-ray and laboratory services, etc.	76	86
Prescribed drugs	34	62
Plans provide benefits for employees and dependents	83	92
Plans financed by		
Employer and employees jointly	64	71
Employer only	14	11
Employees only	8	11

Percentages shown are proportions of the number of employees covered by survey.

By Industry

The proportion of employees covered by health benefit plans of some kind was above 90 per cent in the great majority of industries, and it was 100 per cent in natural gas, rubber products, rubber footwear, tires and tubes, synthetic and silk textiles, primary iron and steel, aircraft and parts, railway and rolling stock equipment, railway transport, and banks.

Coverage was lowest in: coal mining, 22 per cent; clothing, 71 per cent; hospitals, 75 per cent; hotels, 73 per cent; restaurants, 56 per cent; and laundries and dry cleaning, 65 per cent.

Engineers' questions start course in cybernation

The effects of the machine age on man are being studied at San José State College, San José, Calif. The course, Cybernation and Man, evolved from questions asked by senior engineering students over a period of several years.

Some of these questions are: What are the relationships between automation and unemployment, automation and education? What bearing does the computer have on career planning? What of the population explosion and its effects on both advanced and emerging nations? Is there a manpower shortage or surplus on the horizon? Is a policy of "full employment" realistic? Why credit the "man-hour" for increased productivity when the machine plays the determining role?

Do we have a technological problem because of the depletion of our physical natural resources? More mundanely — what approaches can we take to solve the increasing problems of traffic congestion, air and water pollution? What can we do to effect a more reasonable dissemination of our proliferating information?

What will be the role of individual and collective man in a technological world? If not needed for gainful work, what is his purpose? And what is he to do with the time available to him?

There are no simple solutions to the questions asked, the college said, and no single textbook to offer authority on the many questions still unanswered. The course is planned to encompass classroom instruction and demonstration, field trips to cybernated and automated establishments, and lectures by faculty members and guest speakers. Small group discussion seminars are also an important part of the course.

First offered during the 1965 spring semester, the course was taken by 40 upper division and graduate students from 12 different majors. The college reported that because the students have evaluated the pilot study as one of the most significant courses of their college career, it will now become a regular offering.

Employment Fatalities in Canada

The Canada Department of Labour has received reports on 217 employment fatalities that occurred in Canada during the fourth quarter of 1966. During the previous quarter, 354 fatalities were recorded. This is 77 more than the previously published total of 277 (L.G., Jan. 1967, p. 22). In the fourth quarter of last year, 341 fatalities were recorded — 56 more than the preliminary figure of 285 (L.G., Apr. 1966, p. 163).

During the quarter under review, there were two multi-fatality accidents that brought death to 15 workmen. An explosion and fire, which devastated Polystyrene Chemical Plant, Ville LaSalle, Que. in October, left 11 employees dead. Four bush workers drowned in the Madawaska River near Renfrew, Ont. in November.

Three industry divisions accounted for 68.2 per cent of the total number of fatalities.* These were: construction, 24.9; transportation, 23.5; and manufacturing, 19.8 per cent. The remaining 31.8 per cent were distributed in other industry divisions in this order: mining, 8.8; forestry, 7.8; trade, 4.6; service 4.1; agriculture, 3.7; fishing, 1.8; and finance and public administration, 0.5 per cent each.

The 25-44 age group accounted for 52.5 per cent of the total number of fatalities. The remaining 47.5 per cent were distributed in other age groups as follows: 45-66, 28.1; 20-24, 12.0; over-65, 5.5; and 14-19, 1.9 per cent.

Two occupation divisions accounted for 59.4 per cent of the total number of fatalities. These were: craftsmen, production process and related workers, 42.4; and transport and communication workers, 17.0. The remaining 40.6 per cent were distributed in other occupation divisions in the following order: labourers, unskilled workers (not-agricultural, logging, fishing, or mining), 8.8; loggers and related workers, and miners, quarrymen and related workers, 6.5 each; managerial, and service and recreation occupations workers, 4.1 each; farmers and related workers, 3.7; professional and technical occupations workers, 2.3; fishermen, trappers and hunters, 1.8; clerical, and sales occupations workers, 1.4 each.

Three accident-type categories accounted for 63.6 per cent of the total number of fatalities. These were: struck by different objects, 22.6; falls and slips, 21.6; and collisions and derailments, 19.4. The remaining 36.4 per cent were distributed in other accident-type categories as follows: caught in, on or between, 12.4; conflagrations, temperature extremes and explosions, 10.6; over-exertions, 4.6; inhalations, absorptions, and industrial diseases, 3.7; electric current, 2.8; miscellaneous accidents, 1.8; and striking against or stepping on objects, 0.5 per cent.

A cross-section analysis of the greatest concentration of fatalities reveals that the 25-44 age group accounted for 59.3 per cent of the total number of fatalities that occurred in construction, 62.7 per cent in transportation, and 53.5 per cent in manufacturing industries. A similar cross-section examination of these industries to pinpoint the main concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 70.4 per cent of the total number of fatalities that occurred in construction, and 76.7 per cent in manufacturing. Transport and communication workers accounted for 56.9 per cent of the total number of fatalities that occurred in transportation industries.

An analysis of cross-classifications of industry divisions by main accident-type categories reveals that 61.2 per cent of the fatalities in the category of being struck (by such objects as automobiles and trucks, falling trees and limbs, landslides and cave-ins, tractors and loadmobiles, trains and other railway vehicles) occurred in mining, manufacturing and transportation (20.4 per cent each). Of the 59.6 per cent of fatalities in the category of falls and slips (from scaffolds, stagings, buildings, roofs, towers, ladders and stairs, for example, and to different levels, such as into rivers, lakes, seas, harbours, holds of vessels, tanks, vats and kilns) 38.3 per cent occurred in construction, and 21.3 per cent in transportation.

Similarly, of the 73.8 per cent of fatalities in the category of collisions, derailments and wrecks (that involved automobiles and trucks, railway trains, tractors and loadmobiles, aircraft, or other transportation agencies) 21.4 per cent occurred in construction, and 52.4 per cent in transportation. Further, of the 77.8 per cent of fatalities in the category caught in, on or between (that involved tractors and loadmobiles, automobiles and trucks, hoisting and conveying apparatus, buildings and structures, trains and other railway vehicles) 22.2 per cent occurred in

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The employment fatalities covered in this review involved persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

*See Table H-1, p. 287.

agriculture; 18.5 in manufacturing; and 37.0 in construction.

Finally, 69.6 per cent of fatalities in the category of conflagrations, temperature extremes and explosions (such as explosions of chemicals, conflagrations, blasting accidents, explosions of liquid air, gas pressure apparatus, and containers—gasoline or oil) occurred in manufacturing.

Fatalities in proportion to employment by sex and age groups, occupation and industry are shown in Table H-2, p. 288.

The 25-44, 45-64, and over-65 age groups, which comprised 32.2, 21.9, and 2.3 per cent of the men, and 11.9, 8.3, and 0.6 of the women among the total number of workers employed, accounted for 52.0, 27.6, and 5.0 per cent of the total number of fatalities for men, and 0.5 per cent for women in each of these groups. The 14-19 and 20-24 age groups, which comprised 4.9 and 8.2 per cent of the men among the total workers employed, accounted for 1.9 and 12.0 per cent of the total number of fatalities. Women comprised 4.2 and 5.5 per cent of the total workers employed in these age groups, but no fatalities for women were recorded.

A rough analytical summary of the occupation divisions in the same table shows that men in the primary industry occupations, and white-collar and service occupations, who comprised 8.2 and 28.9 per cent of the total number of workers employed, accounted for 18.0 and 12.3 per cent of the total number of fatalities. Women in the same occupations comprised 0.7 and 25.0 per cent of the total number of workers employed, and were involved in 0.5 and 1.0 per cent of the total number of fatalities.

In the manual occupations, comprising 37.2 per cent of the total number of workers employed, of which 32.4 per cent were men and 4.8 per cent were women, men accounted for 68.2 per cent of the total number of fatalities, and there were no fatalities recorded for women. A conclusive analysis of this table shows that men, who comprised 69.5 per cent and women 30.5 per cent of the total number of workers employed, were involved in 98.5 and 1.5 per cent of the total number of fatalities.

The fatality statistics by industry, in proportion to employment series, illustrate the order of a diminishing risk of being killed at work. The fourth quarter of 1966 review for men points to this sequence: forestry, fishing, mining, construction, transportation, manufacturing, agriculture, service, trade, finance, public administration. With the present composition of the labour force, the risk for women is negligible.

Insurance Registrations And Other UIC Statistics

On November 30, insurance books or contribution cards had been issued to 5,101,176 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 346,625, an increase of 365 since October 31.

Enforcement Statistics

During November, 10,504 investigations were conducted by enforcement officers across Canada. Of these, 7,559 were spot checks of claims to verify the fulfilment of statutory conditions, and 875 were miscellaneous investigations. The remaining 2,070 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 369 cases, 155 against employers and 214 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 773.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled $38,302,808.55 compared with $35,908,298.83 in October and $35,003,504.38 in November 1965.

Benefits paid in November totalled $14,286,899.89 compared with $12,336,003.05 in October and $12,614,802.05 in November 1965.

The balance of the Fund on November 30 was $273,478,606.49. On October 31, it was $249,462,697.83; and on November 30, 1965 it was $149,210,813.74.

CCA Annual Meeting

Continued from page 236

of our construction by about 60 per cent, almost 20 per cent a year, for the three years 1963 to 1966. This has actually happened, he added.

"Our projection up to 1970 indicated not only that we would have to expand industrial capacity as such very rapidly, but also it was quite apparent very quickly that we had a big job to do in housing, because while we are having an enormous increase in the labour force, we are also now beginning on a period of very rapid family formation. The rate of increase needed in construction in Canada from now to 1970, according to our estimates, will be perhaps slightly faster than the growth of the economy as a whole," which is about 5 per cent, he explained.

Dr. Deutsch called for a steadier development of the construction industry. "The Economic Council, as you know, has emphasized very much the need to get greater stability in the rate of growth of the industry in the future." He called for longer term forward planning and government participation to help toward this end.

Two other panelists, W. A. Beckett, of W. A. Beckett Associate, Toronto, and A. S. Rubinoff, Director of Economic Analysis, Department of Finance, Ottawa, also spoke on construction prospects. Mr. Beckett told the CCA that there would be a growing demand for improved quality of construction. Mr. Rubinoff said the Government was prepared to stimulate housing particularly and the economy generally, if that is needed this year. "Action has been taken to stimulate housing by increasing the maximum lending rate in NHA mortgages to induce investors to place more funds in this area, and the interest rate formula has been made more flexible, which should enable lenders to make plans for future funding."

Construction Safety

D. A. Campbell and G. J. Samson, both of the Construction Association of Ontario, addressed the CCA on the subject of responsibility for safety in the construction industry. "Legislation tends to reduce responsibility of management," Mr. Campbell told the group. "Forward-looking management must take up the responsibility and give safety encouragement, interest and patience."

Dr. A. N. Sherbourne, of the University of Waterloo, spoke to the General Contractors' section on "Waterloo's Approach to Engineering Education." He summarized the distinctive feature of the Waterloo plan for engineering education in the phrase "mutual independence." He told the section: "From the outset, Waterloo has operated a co-operative scheme of engineering education that we believe, combines the best of an academic course and sound, graded, practical experience."

Dr. Sherbourne explained that the program involved two groups of engineering students who "oscillate between industry and the university, being out of phase by four months." Each student spends eight terms in the university and six terms in industry, he explained. "It should be pointed out that the satisfactory completion of work experience is a necessary condition for the award of B.A.Sc. This testifies to the importance attached to the 'practical' component of the course of study," he added.

*These do not necessarily relate to the investigations conducted during this period.

PRICE INDEXES

Consumer, January 1967

The consumer price index (1949=100) increased 0.1 per cent to 146.0 at the beginning of January from 145.9 in December. The January index was 3.4 per cent higher than the January 1966 figure of 141.2. Five of the main components showed slight increases, while the clothing component decreased, and the tobacco and alcohol component remained unchanged.

The food index advanced 0.1 per cent to 144.9 from 144.7. Prices for whole milk, cake and cake mixes, butter, bananas, apples, root vegetables, cabbage, most beef cuts, cottage roll, veal, and chicken were higher. Price decreases were recorded for bread, sugar, coffee, eggs, fresh citrus fruits, most canned and frozen fruits and juices, tomatoes, lettuce, celery and some meats.

The housing index rose 0.3 per cent to 147.6 from 147.2. Higher rents, repairs, mortgage interest and costs of new homes caused the shelter component to rise. Increases in the household operation component were recorded for most furniture items, appliances and supplies, as well as for household help. Small decreases were reported for sheets and blankets.

The clothing index decreased 0.8 per cent to 128.6 from 129.7; sale prices for men's, women's and children's clothing items accounted for this decrease. Piece goods also declined, and a slight increase was recorded in footwear prices.

The transportation index rose 0.3 per cent to 153.0 in January from 152.6 in December. Higher prices for gasoline, motor oil and train fares outweighed the effect of slightly lower prices for new automobiles.

The health and personal care index advanced 0.2 per cent to 184.9 from 184.5. The recreation and reading index rose 0.2 per cent to 161.9 from 161.5. Increased prices for radios contributed to the rise in the recreation component, and higher prices for newspapers moved the reading component upward. The tobacco and alcohol index was unchanged at 126.5.

Group indexes a year earlier (January 1966) were: food 140.6, housing 142.9, clothing 122.7, transportation 149.1, health and personal care 178.1, recreation and reading 155.4, and tobacco and alcohol 123.1.

City Consumer, January 1967

The consumer price indexes (1949 = 100) rose in six cities; declined in three and remained constant in one between December, 1966 and January, 1967. Movements ranged from an increase of 0.8 per cent in Saint John to decreases of 0.1 per cent in Halifax and Toronto. There was no change in the Saskatoon-Regina index.

Food indexes rose in seven cities; declined in three. Except in St. John's and Halifax, where no change was recorded, housing indexes rose. Clothing indexes declined in all cities, except Vancouver and Saint John, where advances were recorded, and in Saskatoon-Regina where no change occurred.

Transportation indexes rose in eight cities; declined fractionally in two. Health and personal care indexes rose in five cities; declined in one and remained unchanged in four. Recreation and reading indexes rose in four cities and declined in six, ranging from an increase of 1.3 per cent in Saint John to a decrease of 0.7 per cent in Edmonton-Calgary. Tobacco and alcohol indexes remained unchanged in all cities, except Saint John, where they rose.

Regional consumer price index point changes between December, 1966 and January, 1967 were: Saint John +1.2 to 143.0; Vancouver +1.0 to 140.9; Ottawa +0.5 to 145.2; Montreal +0.2 to 144.1; Winnipeg +0.2 to 140.7; Edmonton-Calgary +0.1 to 136.6; Toronto +0.1 to 148.2; St. John's +0.2 to 127.0*; Halifax +0.2 to 139.0; Saskatoon-Regina was unchanged at 137.3.

Other Indexes

Owing to an advance in the publication date of the LABOUR GAZETTE, the general wholesale index, the price index of residential building materials and the United States consumer price index are not included this month. They will re-appear in the May issue.

Farm Products Prices

The index of Canadian farm products prices at terminal markets (1935=39-100) declined 0.2 per cent to 248.7 from 249.3 in the four-week period ended January 27. The animal products index moved down 1.1 per cent to 321.4 from 325.1, and the field products index advanced 1.3 per cent to 175.9 from 173.6.

*On base June 1951=100.

British Retail, December 1966

The British index of retail prices (Jan. 16, 1962=100) advanced to 118.3 at mid-December from 118.1 at mid-November. The index a year ago was 114.1.

Increases in the average prices of eggs, bacon, and cauliflower were partly offset by a reduction in the average price of tomatoes. The index for the food group as a whole rose by less than one-half of 1 per cent to 117.0 compared with 116.6 in November.

The index for the transport and vehicles group rose by less than one-half of 1 per cent to 110.5, compared with 110.2 in November. There was little change in the general level of prices in the remaining eight groups.

William Pollock replaces Walter Reuther on Council

William Pollock, President of the Textile Workers' Union of America (AFL-CIO), was elected a member of the Executive Council, senior policy-making body of the AFL-CIO, during the month of February.

Mr. Pollock filled the vacancy created by the resignation from the Council of Walter Reuther, President of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (AFL-CIO).

In resigning, Mr. Reuther indicated that he was dissatisfied with the leadership of the 13,500,000-member AFL-CIO, claiming that it had become complacent under the presidency of George Meany. There were suggestions that the Auto Workers might discontinue membership in the AFL-CIO.

Employment and Unemployment in January

Employment decreased between December and January by 190,000 to a total estimated at 6,983,000, a decrease that was about usual for the season. Men accounted for 124,000 and women for 66,000 of the total decrease. The labour force declined by 75,000 to 7,364,000 during the period.

Unemployment, at 381,000, was 22,000 higher than a year ago, and 115,000 higher than the December figure of 266,000.

The unemployment rate in January was 5.2 per cent of the labour force, compared with 5.1 per cent in January 1966 and 5.9 per cent in January 1965. Seasonally adjusted, the January 1967 unemployment rate was 3.6 per cent.

The labour force, at 7,364,000, was 271,000 or 3.8 per cent higher than a year earlier. Employment was up 249,000, or 3.7 per cent, during the year.

Employment

The decrease of 156,000 in non-farm employment between December and January was less than seasonal; farm employment declined by 34,000 during that period. In non-farm industries, the employment decline came mainly from reduced activity in trade, manufacturing and construction.

Non-farm employment was up 258,000 compared with a year earlier. The largest increases occurred in manufacturing, trade, transportation and other utilities, and community business and personal service. Farm employment was 9,000 lower than in January 1966.

Employment was substantially higher than a year earlier in all regions except the Atlantic, where the level was practically unchanged.

Unemployment increased by 115,000 to 381,000 between December and January, normal increase for this period. The January estimate was 22,000 higher than a year earlier.

Of the 381,000 unemployed in January, about 319,000 had been unemployed for three months or less. The remaining 62,000, or 16 per cent of the total, had been unemployed for four months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days —to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Technical Note to "D" Tables

The registrations at Canada Manpower Centres appear in Table D-4 and are comparable to the statistics that were shown for NES local offices in previous issues of the LABOUR GAZETTE. Because the reporting system for the centres is designed for operational purposes, the statistics given must be interpreted in the light of the effect that operating practices have on statistical data.

The data are assembled by the Centres in two basic forms. The first is by broad industrial groups based on the Standard Industrial Classification Manual of the Dominion Bureau of Statistics, 1948. Statistics tabulated from this source reflect the total work load (vacancies notified, registrations for employment, placements, etc.) during a given reporting period, and Table D-2 is compiled from these data. The second is by broad occupational groups. These groups are based on the occupational classifications of the Dictionary of Occupational Titles (published by the United States Employment Service), and the Canadian Supplement.

Designed for personnel selection work, this classification system differs from other methods of grouping occupations, such as the one used in the Census. The Canada Manpower Centres prepare monthly inventories of unfilled orders for workers and applicants registered for employment. These inventories are compiled by occupational groupings, and they are the source from which the data in Tables D-1, D-3 and D-4 are derived. It is important to note that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the basic reports, and an even greater consolidation being effected in the "D" tables.

Users of these statistics should be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, although Canada Manpower Centres coverage of persons looking for work is quite extensive, and a good over-all indicator of movements in total labour supply, tthe coverage in the various occupational groups (Table D-3) is not uniform, and data may not therefore be representative of labour supply within individual occupational groups.

Finally, there is no legal requirement for employers to notify Canada Manpower Centres of job vacancies, so the coverage of vacancies is far from complete. Thus, the "vacancies notified" series does not provide an accurate indication of the extent of labour demand. Although it is reliably estimated that Manpower Centres are notified of upwards of 30 per cent of all job vacancies, the actual percentage varies widely between different industries, occupations and geographic areas.

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Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		000's		
TOTAL CIVILIAN LABOUR FORCE*.....(000)	January 14	7,364	— 1.0	+ 3.8
Employed.....(000)	January 14	6,983	— 2.7	+ 3.7
Agriculture.....(000)	January 14	451	— 7.0	— 2.0
Non-agriculture.....(000)	January 14	6,532	— 2.3	+ 4.1
Paid workers.....(000)	January 14	6,023	— 2.5	+ 5.3
At work 35 hours or more.....(000)	January 14	5,823	— 1.8	+ 3.6
At work less than 35 hours.....(000)	January 14	941	—11.2	+ 6.1
Employed but not at work.....(000)	January 14	219	+17.7	— 4.0
Unemployed.....(000)	January 14	381	+43.2	+ 6.1
Atlantic.....(000)	January 14	59	+63.9	— 6.4
Quebec.....(000)	January 14	133	+43.0	+ 4.7
Ontario.....(000)	January 14	102	+56.9	+18.6
Prairie.....(000)	January 14	38	+18.8	— 9.5
Pacific.....(000)	January 14	49	+22.5	+19.5
Without work and seeking work.....(000)	January 14	342	+40.7	+ 6.9
On temporary layoff up to 30 days.....(000)	January 14	39	+69.6	0.0
INDUSTRIAL EMPLOYMENT (1961=100).....	October	123.9	— 0.5	+ 4.5
Manufacturing employment (1961=100).....	October	125.8	— 0.8	+ 4.3
IMMIGRATION.....	Year 1966	194,743	—	+32.7
Destined to the labour force.....	Year 1966	99,210	—	+33.7
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	January	63	+ 6.8	— 4.6
No. of workers involved.....	January	27,358	+117.1	+72.3
Duration in man days.....	January	235,040	+53.3	+68.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	October	$99.37	+ 1.0	+ 6.2
Average hourly earnings (mfg.).....	October	$ 2.29	+ 0.9	+ 6.5
Average hours worked per week (mfg.).....	October	41.3	+ 0.2	— 0.7
Average weekly wages (mfg.).....	October	$94.54	+ 1.0	+ 5.6
Consumer price index (1949=100).....	January	146.0	+ 0.1	+ 3.4
Index numbers of weekly wages in 1961 dollars (1961=100).....	October	112.8	+ 0.9	+ 1.8
Total labour income.....000,000.	October	$2,590	+ 0.6	+12.5
INDUSTRIAL PRODUCTION				
Total (average 1949=100).....	December	276.2	— 5.0	+ 4.7
Manufacturing.....	December	244.1	— 6.3	+ 3.7
Durables.....	December	252.7	— 6.7	+ 2.1
Non-durables.....	December	236.8	— 6.0	+ 5.2
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	December	9,024	—27.3	—27.2
Completions.....	December	10,631	— 2.7	+13.3
Under construction.....	December	71,722	— 2.3	—29.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

By the Civilian Rehabilitation Branch
Department of Manpower and Immigration

A New Vocational Unit For the Deaf

A new unit to provide training for employment to young people handicapped by serious hearing problems has been opened at the Interprovincial School for the Education of the Deaf in Amherst, N.S. The school is a co-operative program in which the Maritime provinces and the federal Government are sharing the costs.

George Barbour of the Nova Scotia Information Services, writing to *Rehabilitation in Canada* about this program, stated that there are, at present, 16 full-time and 23 part-time students receiving instruction in printing, auto-body repair, drycleaning, machine wood-working, sewing and dressmaking. The program is carried on under the direction of Vocational Supervisor Douglas J. Page, a graduate in vocational teacher training from the Institute of Technology in Moncton, N.B.

The students are instructed also in related subjects such as mathematics and language in order that they may equip themselves to take their place in the community and minimize the effects of their handicaps.

According to Mr. Barbour consideration is being given to the inclusion in the vocational education curriculum of courses in upholstery, barbering, bricklaying, shoe repair and drafting.

Everyday Problems

In addition to these vocational courses, every effort is being made to acquaint the students with the methods of handling a variety of typical problems that could arise in a normal working day. To this end, all vocational students are given familiarization training in such areas as banking, household budgets, credit buying, income tax, insurance and compensation information.

A student who has started one course of study and subsequently finds that it is not suitable for him may transfer to another. Also, if a student wishes to enter an occupation in which there is not sufficient interest to form a class, the vocational unit staff will co-operate with the appropriate vocational rehabilitation authority to arrange for him to be trained elsewhere. In one case a student decided he wanted to work in a bakery, and arrangements were made for apprenticeship training for him in Saint John.

Students in the printing classes learn to work on a variety of letterpress and offset equipment, and they acquire basic information on the setting up, operation and preventive maintenance of these machines. Instruction is also given the students in layout, type sizes and proofreading.

The auto body students cover all aspects of body repair such as straightening, welding, filling, finishing and painting and students in drycleaning are given instruction in types of material, equipment, the spotting board and labelling.

Power Equipment

Instruction in machine woodworking covers the operation of such woodworking power tools as the variety saw, band saw, surface planer, jointer, drill press, mortiser and portable power tools.

The girls in the sewing course receive instruction in all types of hand work and in the operation of standard, automatic and power machines. They also learn how to make patterns and effect alterations. On completion of this course, the girls are equipped to do anything from minor alterations to factory-type production sewing.

Following the completion of their respective courses, the staff of the vocational unit works closely with the Canada Manpower Centres and the various rehabilitation divisions of the provincial governments in the placement of students. Students are placed in their home areas wherever possible. The staff is also in contact with industry, and pursues a follow-up program in the placement of graduates.

An interesting aspect of the preparation of vocational education students for their role in society is a boarding-out system which seeks to locate them in the homes of Amherst area residents. The plan gives students the opportunity to form associations with hearing people outside the school atmosphere. The main purpose of the program is to permit students to develop responsibility for their social lives, and to make the transition from institutional life to the business world an easier one.

Founded in Halifax

The history of the Interprovincial School for the Deaf goes back to the founding in Halifax in 1856 of a School for the Deaf which began with only two pupils. By the end of the first year, enrolment had increased six times; and in 1858 the school was expanded. For 103 years, the school functioned on behalf of hundreds of students from the Atlantic Provinces and elsewhere.

In 1961, the present Interprovincial School for the Education of the Deaf was opened in Amherst, and a vocational unit was added in 1965. The latter unit was officially opened in June 1966 by the Honourable Stephen T. Pyke, Minister of Highways and Public Works in the Nova Scotia government.

School Superintendent D. J. Jenkins points out that although there has always been some vocational education and pre-employment training for students at the school, the program until now was not extensive and could not accommodate very many students.

About three years ago, officials of the departments of education of Nova Scotia and New Brunswick, and the Board of the Interprovincial School first gave consideration to expanding the curriculum to include vocational courses. They also set out to determine what occupations would be most suitable to enable persons with a serious hearing problem to compete in the hearing world.

Mr. Jenkins, who took up his duties as School Superintendent in 1965, says of the present academic school program that, as far as possible, work in the upper school level is related to the public school curriculum. He emphasizes, however, that the main concern of the school staff is the individual development of each child. He claims that people whose hearing is seriously impaired have much to offer society; but he adds that it is necessary for their abilities to be developed through a combination of academic and vocational education programs.

Members of the Board, which is chaired by Dr. H. M. Nason, supervisor of elementary and secondary education for the Province of Nova Scotia, and the staff of the school are optimistic that the skills acquired by students in vocational courses will enable them to become active members in any community in which they ultimately become residents.

By the Section on Older Workers
Civilian Rehabilitation Branch
Department of Manpower and Immigration

"Sizzling 60" Club Proves Older Salesmen Too Good for the Shelf

The Sizzling 60 Club at the Texas Refinery Corporation of Fort Worth, Texas, has almost 300 salesmen as members, all of them over the age of 60. One of the objectives of the club, according to its constitution, is: "To prove that men in their 60s are just in the prime of life and are making a real contribution to our working economy, and not at an age to be forced into retirement."

The constitution was written in 1955 when the club started with 110 members. Today, with 300 members, the club can offer some very positive proof that the objective is being realized.

How Well Do They Do?

For example, E. A. Montgomery, now 72 years old, was the retired sales manager for a wholesale grocery concern when he joined the Corporation as a salesman in 1957. Last year, during the week of May 12, Mr. Montgomery earned $1,350 in commissions, and a packet of trading stamps along with it, because the bulk of his business was "cash with order."

True, he doesn't do that well every week. During the week of June 6, he earned $275 in commissions; of June 13, $606; and of July 4, $88. The odds are that he will win a free, all-expense company trip to Italy this year, as one of the firm's top salesmen.

Albert Morissette, 66, of the Province of Quebec, Canada, who has won the Canadian Sizzling 60 Club top award for four consecutive years, earned in three months this year almost half the $3,300 a year he was paid by a retail store before he joined Texas Refinery as a salesman in 1955. Paul Preussner, 69, of Germany, had TRC earnings totalling $17,766 in 1965, and no one will be surprised if he matches that in 1966. And Norman C. Huhn, 67, a Pennsylvanian, is averaging about $1,000 a month in commissions. A board member of the Club, Mr. Huhn was honoured this year, as an outstanding member, with a plaque. He has already won the free trip to Italy and, in 1963, he was a company guest on a vacation in Madrid, Spain.

Henry Kliegl of Iowa earned a $116 commission this year on his 79th birthday. True, Mr. Kliegl got his birthday commission with help from Texas Refinery. The company received a request for a salesman to call, and it wired Mr. Kliegl. He did the rest.

Martin Trindel, 66, a district manager in Nebraska, started TRC selling part-time in 1963. Last fall he sold his own oil company, in which he had a $100,000 investment, to put in full-time selling for the Texas Refinery. In the first six months of 1966 he earned over $6,000.

Are these men the exceptions? Not quite. Men of their maturity have been doing as well since the Sizzling 60 Club records began in 1955.

Other Advantages for Older Men

Club members work their own hours. Usually, they put in fewer hours less regularly than men 10 or 20 years younger. As one man of 68 said, "I'm as good a man as I ever was for four hours. Then I want a nap, so I take it."

The salesmen work on a straight commission basis. As individual contractors, they have their own business without investment, overhead, or inventory. They plan their own time, provide their own transportation, and, depending on the time and effort they put in, and their skill as salesmen, set their own income.

Some of the club members are men who have grown grey with the company, some are new recruits. An applicant of 60 or 70 years is not unusual. In practice, however, Texas Refinery finds 75 is about the limit for a beginner.

How Does the Company Do It?

A new recruit is trained by Texas Refinery, given a sales kit, and the help and supervision of expert salesmen who have worked their way to the top by the same route the new man — whatever his age — must take. In business since 1922, the company has worked out a simple sales approach, and easy but effective demonstrations for its line of 22 products. It tells a new recruit where to look for customers. And once he has learned the fundamentals, the mature worker does well with less direction than a younger man. His years give him balance and responsibility, and where a lack of formal education holds back many mature workers, it is no handicap in selling.

Many of the men in the Sizzling 60 Club were retired from other companies because of their age, not because they were unable to work. Texas Refinery has a 65-year retirement age for its own office people, whose work calls for an 8-hour day, five days a week and 49 weeks a year. Like other companies, the firm knows that a standard retirement age saves the heartbreak of ruling that one man must go while another may stay, and also enables the employees to plan intelligently for their later years.

But Texas Refinery believes that the mature worker has a definite place in selling, since he can set his own pace. The company is proud of its Sizzling 60 Club members here and abroad — in Canada, Mexico, and more than 100 foreign countries. They have proved to its satisfaction and their own that the mature worker is effective as a salesman.

Readers interested in further information may write to A. M. Pate, Jr., President, Texas Refinery, P.O. Box 711-A, Ft. Worth, Tex. 76101.

This article appeared in the January 1967 issue of "Aging", a publication of the Administration on Aging, U.S. Department of Health, Education and Welfare. It is reprinted in its entirety because it is a most unusual example of the productive capabilities of men in their sixties.

Certification and Other Proceedings

Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for three days during January. The Board granted two applications for certification, and ordered three representation votes. During the month, the Board received 15 applications for certification, and allowed the withdrawal of five such applications. The Board also received one application for revocation of certification, and one request for review of an earlier decision. Withdrawal of an application for revocation of certification was also allowed by the Board, and it issued Reasons for Judgment in respect of an application for certification previously rejected.

Applications for Certification Granted

1. Association of Canadian Television and Radio Artists, on behalf of a unit of television and radio broadcasting employees of the Canadian Marconi Company, Montreal, Que. (Television Station CFCF-TV and Radio Station CFCF) (L.G., Feb., p. 129).

2. Driver Salesmen, Plant, Warehouse and Cannery Workers, Local Union No. 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and truck maintenance staff employed by Central Alberta Dairy Pool, Transport Division, Red Deer, Alta. (L.G., Feb., p. 128).

Representation Votes Ordered

1. Seafarers' International Union of Canada, applicant, and *Les Messageries de la Cote Nord Ltée* (North Shore Shipping Lines Ltd.), City of Laval, Que., respondent (L.G., Jan., p. 40), and International Union of District 50, United Mine Workers of America, intervener. The Board directed that only the name of the Seafarers' International Union of Canada appear on the ballot. The Board also directed that the vote be taken when the navigation season opens and the *MV Prince Ungava* is in operation (Returning Officer: R. L. Fournier).

2. Seafarers' International Union of Canada, applicant, and Chembarge Limited, Point Edward, Ont., respondent (L.G., Feb., p. 128). The Board directed that the vote be taken in the spring after the *S.S. Norman P. Clement* resumes operations (Returning Officer: S. Emmerson).

3. Seafarers' International Union of Canada, applicant, and The Pelee Shipping Company, Limited, St. Thomas, Ont., respondent (L.G., Feb., p. 128). The Board directed that the vote be taken when the navigation season opens and the *MV Pelee Islander* is in operation (Returning Officer: S. Emmerson).

Applications for Certification Received

1. Professional Transport Workers' Union of Canada on behalf of a unit of drivers employed by Mid-West Tankers Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

2. International Association of Machinists and Aerospace Workers on behalf of a unit of Traffic Department employees employed by TransAir Ltd., St. James, Man. (Investigating Officer: A. E. Koppel).

3. *Syndicat des employés de Transport de St. Remi* on behalf of a unit of employees of *Houle Express Ltée,* St. Remi, Que. (Investigating Officer: R. L. Fournier).

4. Atomic Energy-Draftsmen Local 1645, CLC, on behalf of a unit of design and drafting employees employed by Atomic Energy of Canada Limited, Clarkson, Ont. (Investigating Officer: H. A. Fisher).

5. Licensed Aircraft Engineers, Local 1642, CLC, on behalf of a unit of employees of Bristol Aviation Services Ltd., Dorval, Que. (Investigating Officer: R. L. Fournier).

6. *Association des employés du Transport d'Anjou Inc.* on behalf of a unit of employees of *Transport d'Anjou Inc.,* Rivière-du-Loup, Que. (Investigating Officer: R. L. Fournier).

7. *Syndicat général du cinema et de la télévision (CSN)* (Section Radio-Canada) on behalf of a unit of certain employees of the Canadian Broadcasting Corporation employed in its TV Production Centres at Montreal and Quebec City, Que. (Investigating Officer: R. L. Fournier).

8. National Association of Broadcast Employees and Technicians on behalf of a unit of certain Programming Department employees of Calgary Television Ltd. (CHCT-TV), Calgary, Alta. (Investigating Officer: D. H. Cameron).

9. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 141 and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 938, General Truck Drivers Union, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Boyes Transport Limited, Malton, Ont. (Investigating Officer: H. A. Fisher).

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of office employees at Fort William and Port Arthur, Ont., employed by Manitoba Pool Elevators, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

11. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of office employees at Fort William and Port Arthur, Ont., employed by McCabe Grain Company Limited, Winnipeg,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Man. (Investigating Officer: A. E. Koppel).

12. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of office employees at Fort William and Port Arthur, Ont., employed by Richardson Terminals Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

13. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of office employees at Fort William and Port Arthur, Ont., employed by United Grain Growers Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

14. Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local Union No. 351, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of messenger boys employed by Canadian Pacific Telecommunications, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

15. *Syndicat national des employés de bureau du Port de Montreal (CSN)* (National Syndicat of the Port of Montreal Office Employees (CNTU)) on behalf of a unit of office employees of National Harbours Board at Montreal, Que. (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

1. *Syndicat national des employés des usines des chemins de fer — section des employés de l'entretien (CSN),* applicant, and Canadian Pacific Railway Company, Montreal, Que., respondent (Atlantic Region) (L.G., June 1966, p. 307). The following had intervened: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Brotherhood of Railway Carmen of America; Division No. 4, Railway Employees' Department; Brotherhood of Maintenance of Way Employees; and Brotherhood of Railway Signalmen.

2. *Syndicat national des employés du National-Canadien (CSN),* applicant, and Canadian National Railway Company, Montreal, Que., respondent (Pointe St. Charles Shops) (L.G., Nov. 1966, p. 657). The following had intervened: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Brotherhood of Maintenance of Way Employees; International Association of Machinists and Aerospace Workers; Division No. 4, Railway Employees' Department; Sheet Metal Workers' International Association; Brotherhood of Railway Carmen of America; Canadian Brotherhood of Railway, Transport and General Workers; International Brotherhood of Electrical Workers; Brotherhood of Railroad Signalmen; and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Henderson Lumber Company Limited, Mulgrave, N.S., respondent (L.G., March, p. 190).

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Rudolphe van der Walde (Canada) Ltd., Mulgrave, N.S., respondent (L.G., March, p. 190).

5. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Williams & Simpson, Mulgrave, N.S., respondent (L.G., March, p. 190).

Application for Revocation Received

1. Bernard Doherty, applicant, MacCosham Van Lines Limited, Kingston, Ont., respondent, and General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America,

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

respondent. The application was for revocation of the Board's order of July 12, 1961, certifying the respondent union as bargaining agent on behalf of a unit of drivers and warehousemen employed by MacCosham Van Lines Limited and working in and out of Kingston, Ont. (L.G. 1961, p. 913).

Request for Review, Section 61(2) of Act

The Board received a request from l'*Association nationale des employés et techniciens en radiodiffusion* (National Association of Broadcast Employees and Technicians) for review of the Board's decision of June 30, 1965 which certified the petitioner as bargaining agent for a unit of employees employed at Radio Stations CHLT-AM and CHLT-FM and Television Station CHLT-TV by La Tribune Inc., Sherbrooke, Que. (L.G. 1965, p. 732).

Application for Revocation Withdrawn

1. North Canada Air Ltd., Prince Albert, Sask., applicant, and Canadian Brotherhood of Railway, Transport and General Workers, respondent (L.G., Feb., p. 129). The application withdrawn was for the revocation of the Board's order of March 16, 1966 certifying the respondent union as the bargaining agent for a unit of employees of North Canada Air Ltd., comprising certain flight crew and ground personnel, including office and maintenance staffs.

Reasons for Judgment

The Board issued Reasons for Judgment in respect of its rejection of an application for certification as bargaining agent affecting some 3,500 employees of the Canadian Pacific Railway Company employed in or about its Angus Shops at Montreal. In the opinion of the Board, the unit applied for was not appropriate for collective bargaining. The Reasons for Judgment are to be published in the LABOUR GAZETTE Supplement No. 1, 1967. (See also L.G., Jan., p. 39, Applications for Certification Rejected).

Conciliation and Other Proceedings

Before the Minister of Labour

By the Conciliation and Arbitration Branch

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. TransAir Limited, St. James, Man., and Canadian Air Line Dispatchers' Association (Conciliation Officer: A. E. Koppel).

2. Continental Trucking Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: A. E. Koppel).

3. National Harbours Board, and National Syndicate of Employees of the Port of Montreal (CNTU) (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. TransAir Limited, St. James, Man., and Canadian Air Line Dispatchers' Association (Conciliation Officer: A. E. Koppel) (see above).

2. Dominion Auto Carriers, Ltd., Vancouver Terminal, B.C., and Local 351, International Brotherhood of Teamsters. Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith) (L.G., Nov. 1966, p. 659).

3. The Cumberland Railway Company (Sydney and Louisburg Division) and Lodge 684, Brotherhood of Railroad Trainmen (Conciliation Officer: D. T. Cochrane) (L.G., July 1966, p. 374).

4. *Robert Transport Ltée,* and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier) (L.G., Sept. 1966, p. 522).

5. Canadian Pacific Railway Company, B.C. Coast Steamship Service, and Canadian Merchant Service Guild (deck officers and engineers) (Conciliation Officer: J. D. Meredith) (L.G., Feb., p. 129).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Conciliation Boards Appointed

1. *Radio Saguenay Limitée* (CKRS and CKRS-TV) Jonquière, Que., and National Association of Broadcast Employees and Technicians (L.G., Feb., p. 129).

2. Pacific Western Airlines Limited (I.F.R. pilots) Vancouver International Airport, and Canadian Air Line Pilots' Association (L.G., March, p. 191).

3. McCabe Grain Company Limited, Edmonton, Alta., and Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 41).

Settlement During Board Procedure

La Télévision de Québec (Canada) Ltée, and National Association of Broadcast Employees and Technicians (L.G., Jan., p. 41).

Settlement After Strike Action

Consolidated Aviation Fueling and Services Limited, Montreal, and Lodge 689, International Association of Machinists and Aerospace Workers (L.G., March, p. 191).

By the Legislation Branch
Canada Department of Labour

Legal Decisions Affecting Labour

Supreme Court of Canada rules that grievance procedures under collective agreement cannot deprive an employee of the right to sue for unpaid wages

New Brunswick Supreme Court (Appeal Division) upholds employee's right to sue for damages for wrongful dismissal notwithstanding grievance procedure under collective agreement

On October 19, 1966 the Supreme Court of Canada held that an employee could bring a court action for recovery of wages based on a declaration of right obtained pursuant to a union grievance settled by arbitration under collective agreement.

Circumstances of Dispute

There was a dispute between a union and the Hamilton Street Railway Company over the pay that a spare operator was guaranteed under a collective agreement. The union claimed that if the spare operator worked at all, he was guaranteed a minimum of seventy hours pay. The company contested this claim, and the union submitted the dispute to arbitration pursuant to Article VIII of the agreement.

Declaration of Entitlement

The majority of the arbitration board held that the spare operators were entitled to seventy hours pay, and that the union was entitled to pursue its complaint under Article VIII of the agreement.

The company claimed that this grievance procedure was of no use to the employees concerned because they could not do anything with a mere declaration of entitlement. It was the company's view that each employee should have presented a personal grievance under Article VI dealing with grievance procedure; and then they would have secured declarations that they were entitled to specific sums of money. Having secured these declarations, they could have filed them with the Supreme Court under Section 34(9) of the Ontario Labour Relations Act; and then they would have had a judgment instead of useless declarations of right. As the employees failed to take this course, there was no jurisdiction in any court to consider their actions for recovery of unpaid wages.

Personal Action

The union had followed arbitration procedures under Article VIII and was successful in getting a declaration favourable to the interpretations that would give employees their money. The arbitration board, however, did not state in its reasons how much each of the employees was entitled to because they were not parties to the grievance procedure under Article VIII.

Following the arbitration decision, the employees sued in the Division Court for their unpaid guaranteed pay. They were met with the defence that they had no remedy because they had not followed Article VI of grievance procedure. Both the Division Court Judge and the Court of Appeal rejected this contention.

On appeal to the Supreme Court of Canada, the company's contention was also dismissed. In rendering the judgment of the Supreme Court, Mr. Justice Judson noted that the employees in question had the matter conclusively settled in their favour by the arbitration board. Following the decision of the board, they could go before the Court and say, "We are entitled to this money. All that remains is a mere matter of calculation. These are the hours for which we are entitled to be paid — seventy hours minus whatever hours we were paid for and which we actually worked." This was what actually happened and, according to Mr. Justice Judson, the courts had jurisdiction to determine this matter. This was the precise point decided by Chief Justice McRuer in *Grottoli v. Lock and Son Limited* (L.G. 1964, p. 46).

According to Mr. Justice Judson, if one would follow the company's argument to its ultimate conclusion, it would mean that no employee could ever sue for unpaid wages. In order to be able to do so, an employee would have to follow the grievance procedure in the collective agreement, and be bound by very stringent time limits. This would be so, even though there was no dispute about the wages being due and owing.

Mr. Justice Judson stated further that a collective agreement is not concerned with non-payment of wages. These may be sued in the ordinary courts. If, however, the right to be paid depends upon the interpretation of the collective agreement, such decision is within the exclusive jurisdiction of a Board of Arbitration appointed under the agreement. But it makes no difference whether this decision of the Board resulted from each employee submitting a personal grievance under Article VI, with the consequent registration of the equivalent of a judgment with the Supreme Court, or from a declaration at the instance of the union following Article VIII of the collective agreement. In the one case, the individual employees get the equivalent of judgments; in the other case, they have declarations of right on which they can sue.

Mr. Justice Judson held further that, where wages are concerned, if the employee lets the six days go by before he

files a grievance, the union can still pursue the matter under Article VIII of the collective agreement as it did in the case at bar.

Rights of Labour Act Not Applicable

According to Mr. Justice Judson, the Ontario Rights of Labour Act had nothing to do with the case at bar. Section 3(3) provides:

> A collective bargaining agreement shall not be the subject of any action in any court unless it may be the subject of such action irrespective of any of the provisions of this Act or of the Labour Relations Act.

He held that the citation of a conclusive arbitration award under a collective bargaining agreement as the foundation for a claim for wages is not the same thing as making the collective agreement the subject of any action in any court.

Appeal Dismissed

The Supreme Court of Canada dismissed the company's appeal and upheld the right of the employees to sue for wages due to them under a collective agreement. *Hamilton Street Railway Co. v. Northcott,* 66 C.L.L.C., para. 14,157.

N.B. SUPREME COURT (APPEAL DIVISION)

On July 12, 1966 the Supreme Court of New Brunswick (Appeal Division) upheld the right of an employee, allegedly discharged because of union activities, to sue the employer for lost wages and damages. The Court held that the inclusion in the collective agreement of a grievance procedure did not bar the employee from resorting to any common law right of action with regard to the contract of employment.

Circumstances of Dispute

On August 17, 1963 an employee entered into the employ of Miramichi Hospital as a stenographer or clerk on accounts, at a salary of $250.00 per month. On October 31, 1963 a collective agreement was executed by the Hospital and Local Union No. 865, National Union of Public Employees, of which the employee in question was an active member.

On November 13, 1963 the employee was dismissed by the Hospital (through its administrator) without notice, and without being paid any salary in lieu thereof. The employee brought a court action against the hospital, claiming that the only reason for her dismissal was her participation in union activities. The plaintiff claimed in relief: (a) her rightful classification from the date of her dismissal; (b) reimbursement of all wages from date of her dismissal; (c) damages for wrongful dismissal; and (d) all seniority and other rights provided for under the agreement.

Employer's Submission

In the defence, the employer pleaded that the dismissal of the employee was for good cause, and in the alternative that the common law right of the plaintiff to sue had been abrogated by the collective agreement, and that any right the employee had to an action on her contract of employment had become vested in the union. The Trial Judge considered the alternative plea for the dismissal of the action, and he refused to grant it. This ruling was appealed by the employer.

On appeal, it was contended that the collective agreement was a bar to the action, and in the alternative that, if it were not, the plaintiff had no right of action until the remedies provided by the agreement had been exhausted.

In his reasons for judgment, Chief Justice Bridges referred to the following provisions of the collective agreement: Article I stated that the purpose of the agreement was to maintain harmonious relationship between the Hospital and the Union, to provide an amicable and equitable method of settling all differences or grievances, including the definition of terms and conditions of employment. Section 2 of Article IV dealt with the instances such as absence, theft, fraud and drunkenness by reason of which an employee could be discharged without notice with wages to the date of his or her dismissal. Section 3 of Article IV read:

> Nothing contained in the foregoing shall be deemed to restrict or limit the right of the Hospital to discharge employees for any other just cause, nor shall it restrict any employee covered by this agreement from processing a grievance in accordance with this agreement.

Article V prohibited strikes and lockouts during the life of the agreement. In Sections 1 and 2, Article VII dealt with the formation of the grievance committee, and with grievances and grievance procedures leading to arbitration.

Sections 3 and 4 of Article VII provide for the appointment of a board of arbitrators. Sections 5 and 6 of this Article read in part:

> The majority decision of the said Board shall be recognized by both parties as a binding order of compliance. In the case of dismissal or suspension, and [if] the Board decides that an employee has been unjustly suspended or dismissed, the Board shall make an order restoring to the employee all rights and benefits provided by this agreement, including reimbursement of wages lost.
>
> The Union shall have the right to file a grievance, when, in its own opinion, there has been a breach of the Labour Agreement.

Grievance an Arbitrable Matter

In the opinion of Chief Justice Bridges, the dismissal of the employee in the case at bar could have been made the subject of a grievance, and a matter for arbitration under the provisions of the collective agreement.

He noted that Section 18(1) of the New Brunswick Labour Relations Act reads:

> Every collective agreement entered into after the commencement of this Act shall contain a provision for final settlement, without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into, concerning its meaning or violation.

According to Chief Justice Bridges, the provisions of Articles V and VII of the collective agreement should be read in conjunction with Section 18(1) of the Act. He stated further that if an arbitration on the dismissal of the employee had been held, and the arbitrators had made an order with which the Hospital complied, this would have been the end of the matter, as it would have been had they found the dismissal was justified. In the case of arbitration, an action would lie only if the Hospital refused to comply with an order of the arbitrators.

Right of Action for Wages

Chief Justice Bridges noted that in *Re Grottoli v. Lock & Son Limited* (L.G. 1964, p. 46) Chief Justice McRuer held that the common law relationship of employer and employee was not abrogated by reason of the existence of a collective agreement under the terms of which the relationship was governed, and that Section 34(1) of the Ontario Labour Relations Act, requiring arbitration of collective agreement disputes, did not oblige an employee to resort to arbitration to the exclusion of court action to enforce a claim against his employer for unpaid wages. Section 18(1) of the New Brunswick Act has the same impact as Section 34(1) of the Ontario Act. In the *Grottoli* case Chief Justice McRuer said:

> It is argued that the provisions of

Section 34(1) are so broad as to exclude any right of an employee, who is employed where a collective bargaining agreement is in force, to bring an action against his employer for his wages. It is argued that the employee must resort to the arbitration procedure provided for in the collective bargaining agreement, and when the arbitration is completed, the claim against the employer is filed with the Registrar of the Supreme Court under ss. (9) of Section 34, and it then has the same force and effect as a judgment of the Court.

If I were to adopt this argument, it would create rather chaotic conditions with reference to the simple matters of employees who operate under a collective bargaining agreement getting paid promptly, and it would also put in the hands of a union that has been certified as a collective bargaining agent extraordinary power over non-members of the union who were employees of the same employer. The union could see fit to assert the claims of the members of the union but not assert the claims of non-members of the union.

Collective Agreement No Bar to Action

Chief Justice Bridges could find no provision in the collective agreement under consideration that would restrict an employee to the sole remedy of having the subject of his complaint processed as a grievance under the collective agreement. In his view, it was possible that some of the relief claimed by the plaintiff could only be obtained through the grievance procedure; but there was also a claim for damages for which an action clearly lies in the case of wrongful dismissal.

The Court also considered Section 18(3) of the New Brunswick Labour Relations Act, which is not found in the Ontario Act. The Section reads:

> Every party to and every person bound by the agreement, and every person on whose behalf the agreement was entered into, shall comply with the provision for final settlement contained in the agreement and give effect thereto.

Chief Justice Bridges held that this provision should not be interpreted as restricting the plaintiff to only the remedy of having her dismissal processed as a grievance under the collective agreement, and an arbitration held. To hold that it should be so interpreted would mean that an employee who has been wrongfully dismissed would be without remedy, unless his dismissal was taken up by the union and carried to arbitration.

In his view, it was not the intention of the Legislature to vest such powers in a union, or to prevent an employee, on his dismissal, from bringing an action such as that of the plaintiff. On the other hand, the Chief Justice stated, if the dismissal of the plaintiff had been processed as a grievance, no action would lie until there had been an arbitration.

Appeal Dismissed

The Court dismissed the employer's appeal and upheld the right of the employee to a court action seeking damages for wrongful dismissal in regard to a contract of employment in spite of the inclusion of grievance procedure in the collective agreement.

Miramichi Hospital et al. v. Woods, 66 C.L.L.C., para. 14, 159; (1967) 59 D.L.R. (2d) Part 4, p. 290.

Recent Regulation under Federal Legislation

Unemployment insurance applied to farm workers

Employment in agriculture and horticulture was brought under the Unemployment Insurance Act, effective April 1. Most employees working on farms and ranches, or in nurseries, greenhouses or horticultural establishments, or for fruit or vegetable growers will be covered.

When the Unemployment Insurance system was introduced in 1940, employment in agriculture and horticulture was exempted. The Unemployment Insurance Act provides, however, that the Unemployment Insurance Commission may, with the approval of the Governor in Council, bring any exempted employment under the Act. This has now been done with respect to employment in agriculture and horticulture by an amendment to the Unemployment Insurance Regulations published as SOR/66-483 on November 9, 1966. Employment connected with poultry farming and horse raising had been brought under in 1956.

Close relatives of the employer are not eligible to be insured as his employees, and casual or part-time employees can claim exemption. A person who does not ordinarily work in insurable employment may, when he is hired, file a declaration stating that he is claiming exemption and may be exempted so long as he does not work for the farmer more than 24 hours per week, or 10 days in any period of 30 days, or 20 weeks in a calendar year.

A farm worker will be considered fully employed for the purposes of the Act only during any week in which he works on five or more days for an aggregate of 40 or more hours.

If a farmer provides his employees with board or lodging or both, the amount which must be added to the employee's cash wages before contributions for Unemployment Insurance purposes are calculated is as follows: for both board and lodging, $14 per week; board only, $7; room or house only, $7.

As with other employers subject to the Act, farmers are required to register with the nearest local office of the Unemployment Insurance Commission, obtain a licence to purchase unemployment insurance stamps, and assume the responsibility of affixing insurance stamps in the employee's unemployment insurance book within three days of each pay day. If the employee does not have an unemployment insurance book, the employer must obtain one by applying to the local office.

The rates of contribution and benefits and other basic provisions will be the same for agriculture as for other jobs covered by the Act.

By Unemployment Insurance, Pensions and Manpower Section, Dominion Bureau of Statistics

Claimants up 9 Per Cent From Total a Year Ago

The number of claimants for unemployment insurance benefit at the end of November was 9 per cent higher than the total at the end of the same month in 1965, and it was the first time since 1959-60 that there had been an increase in November compared with the same month in the previous year. This development, however, is part of a trend that had been evident since the middle of 1966 and was becoming more pronounced as the year drew to an end.

It may be partly connected with an increased number of industrial disputes that have caused dislocations in industries other than those directly affected. Besides this, the rate of unemployment during the past few months, compared with the previous year, has begun to move upward slightly.

Table 1 shows the number of claimants reporting at local offices across Canada at the end of each month for the period July to November in the years 1960 to 1966.

TABLE 1—Claimants at month-end, 1960-1966

Year	*July*	*Aug.*	*Sept.*	*Oct.*	*Nov.*
			(000's)		
1960	294	280	280	330	485
1961	255	229	229	269	386
1962	212	199	198	244	374
1963	219	193	186	219	303
1964	205	182	174	215	275
1965	184	192	157	170	245
1966	196	187	165	184	266

Returning to the current month, there were 266,000 claimants for unemployment insurance benefit at the end of November, compared with 245,000 a year earlier. The rate of increase in the number of female claimants compared with 1965 exceeded that of males, and as a result the percentage of males in the total at the end of November was slightly lower than in November 1965.

The increase in the total number of claimants, compared with the previous year, occurred in all provinces, except Prince Edward Island and Alberta, but more than 75 per cent of it was concentrated in Ontario and British Columbia.

Compared with the previous month, there were approximately three claimants in November for every two in October, which was characteristic of that time of the year, when many claimants register before the period during which seasonal benefit becomes payable under the modified contribution requirements.

Of the total number of claimants at the end of November, about 60 per cent began to claim during the month, and males made up three quarters of this group. There were, however, nearly as many females as there were males among those who had been claiming for more than four weeks. As in October, there were more female than male claimants in this group in Ontario and the Prairie Provinces.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Beneficiaries and Benefit Payments

It is estimated that during November on the average 141,000 beneficiaries were receiving $24.19 each week, or a total of $14,300,000 for the month. In October, about 130,000 beneficiaries received an average rate of $23.82 a week, the total paid out being $12,300,000. In November 1965, a total of 126,000 beneficiaries received an average of $23.77 a week, or a total of $12,600,000.

Initial and Renewal Claims

There were 153,000 initial and renewal claims during November, compared with 86,000 in October and 152,000 in November 1965. As in the previous year, 95 per cent of the claims were filed by persons whose benefit rights had been exhausted and who were seeking an extension of such rights.

Table 2 summarizes the more important data connected with the operation of the Unemployment Insurance Act.

TABLE 2 — Summary Table

Activity	*Nov.*	*Oct.*	*Nov.*	*Cumulative Data 1966*	
	1966	*1966*	*1965*	*Jan. to Nov.*	*12 months ending Nov.*
			000's		
Insured population as at month-end	—	4,582	4,365	—	—
Initial and renewal claims filed:					
Total	153	86	152	1,296	1,558
Initial	113	60	111	974	1,179
Renewal	40	26	41	322	379
Claimants currently reporting to local offices	266	184	245	305*	314*
Beneficiaries (weekly average)	141	130	126	245*	242*
Weeks compensated	590	518	531	11,137	12,003
Benefit paid	$14,287	12,336	12,615	272,875	294,058
Average weekly benefit	$24.19	23.82	23.77	24.50	24.50

*Monthly Average.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2638

In his initial application for benefit the claimant reported employment as a load control operator for a federal Government department from January 21, 1957 to December 31, 1965. He was retired, having reached the age of 65.

The local office wrote to the employer acknowledging receipt of confirmation of the employee's separation, and pointing out that no mention was made of any moneys on separation. The local office asked whether or not the claimant would be entitled to any moneys, and if so, how much he would get and to what period they would be allotted.

When the employer failed to reply to the letter, the insurance officer requested that the local office investigate further, because it appeared that the moneys received by the claimant, a retired civil servant, might be earnings. The employee's claim was allowed, pending further information from the employer.

The claimant then wrote the local office:

> Gratuity cheque received on 24 February for $926.25; less income tax, 92.65; net, $833.60. One week's pay for each of the 8 years. I was employed by [a federal Government Department] [from] 1958 to 1965.

The local office again contacted the employer, and the employer replied that the claimant had received eight weeks' pay—gross $1,071.04. The employer stated also that the claimant was struck off strength December 31, 1965 and the money given to him in a lump sum, which did not extend the claimant's period of service.

The insurance officer notified the claimant that he considered the moneys received by him as retirement leave credits, and had allocated them at the rate of $133.88 per week to consecutive weeks commencing January 2, 1966, and ending with the week commencing February 20.

On March 19, 1966 the claimant appealed to the board of referees, giving the following reasons:

> Your decision has been based on your interpretation of the word "Gratuity". Your term for this item (Retirement Leave Credits) this term, I never heard of before. However, I never had time to peruse all the Civil Service Regulations, so that is possible.
>
> I never knew until I was called to the civil service office for the final interview, that I would receive any monetary reward.
>
> In the course of conversation, the statement was made, and I am quoting: The government will grant you a "Gratuity" of one week's pay for each of your 8 years, for past services rendered, i.e., 1958 to 1965.
>
> This item had to be documented, then forwarded to the Commodore for approval and the necessary authority, before payment would even be entertained. Note: The same procedure was never necessary in order to receive salary cheques. This action indicated to me, something approved over and beyond the realm of salary cheques; i.e., a gratuity, or grant (not a credit or claim). A free gift as defined in the dictionary and for which the Commodore had to accept responsibility.
>
> To my mind, it was not earned (as we understand the term) neither did it have anything to do with 1966, but granted for the prior years, 1958-1965. I had no basis in fact, for any claim legitimate or otherwise, without the prior approval and goodwill of the Commodore. Had it been otherwise, I had no status, and the matter was dead.
>
> I never had any experience with the Unemployment Insurance Commission, never having any requirement, so thought of it as normal insurance, the same as sick insurance or any other. I paid for this insurance strictly and solely from my own pocket, for 10 years, 1952 to 1957 and from 1962 to 1966 having reached the demarcation line on salary; so I feel I have invested approximately $1,000. In actual fact, any benefit I receive will simply be a return of my own investment.
>
> I am in my senior years now 66 years, going on 67. I had envisioned this gratuity helping to complete my home, but "alas" one government department says Yes, and another department says No.

On March 31, the claimant wrote the board of referees to add to his appeal the following:

> I was struck off the strength at the dockyard on the 31 December 1965. My identification card was collected. I ceased at that moment to be an employee of the government, and my access and egress to and from the dockyard came to an end.
>
> Had I been an employee beyond that date, the employer was obligated to continue unemployment insurance coverage on my behalf, and I would have been entitled to expect same for future credit.
>
> This did not take place, so we ask why? And the answer seems, I was not an employee earning wages; had it been otherwise, then the employer contravened the Unemployment Insurance Act by failing to keep coverage on my person. I would also be in a position to claim coverage for the period concerned aside from your position (as representing the Commission) of having to take legal action against the defaulter for evasion.
>
> My position at the dockyard was open to competition as far back as October 1965 to allow for familiarization and partial training so there would be no delay in installation of my successor.
>
> It is fairly common knowledge that the government does not pay two (2) salaries for one position, so that he and I could not draw salaries for one established position, and my position was filled in early January. The title of "Gratuity" as given by the dockyard seems fairly obvious. . . .

The unanimous decision of the board of referees stated that the gratuity received by the claimant had been incorrectly determined and allocated because it could not be considered earnings when paid at termination of the contract of service. It also quoted information supplied to the local office by the employer: "Eight weeks' gratuity, gross $1,071.04, 31 December 1965. Money given in a lump sum and did not extend period of service."

The board pointed out, too, that moneys such as "bonus, gratuities, severance pay, etc., payable at termination of the claimant's contract of service, shall not be considered as earnings. . . ."

In his appeal to the Umpire, the insurance officer stated that the claimant was employed by the Department of National Defence, at $6,900 per annum, and that he was subject to the provisions of the Civil Service Regulations. These provide

that an employee may be granted retirement leave or a gratuity in lieu of retirement leave, when he ceases to be employed.

The insurance officer pointed out also that Unemployment Insurance Benefit Regulations clearly provide for the allocation, as earnings, of retirement leave credits or payments in lieu thereof. Such payments received in a lump sum are allocated in accordance with the provisions, and such allocation is not subject to a continuation or extension of the claimant's period of service.

"The circumstances of the present case," he concluded "are similar to those set out in CUB 1933, to which the board's attention was invited. The basis for determining that retirement leave credits or payments in lieu thereof are earnings is clearly set out in that decision. It is respectfully submitted that the board of referees' decision should be reversed and the insurance officer's appeal upheld."

Considerations and Conclusions

Regulation 172(2)(f) provides that the following income shall not be considered as earnings:

> Bonuses, gratuities, severance pay or retirement payments payable at the time of, or after, the termination of the claimant's contract of service or prior thereto in contemplation of the termination. . . .

Regulation 173 provides for the allocation of the earnings mentioned in its sub-section (4) as follows:

> Retirement leave credits or payments in lieu thereof, wages in lieu of notice, workmen's compensation total temporary disability payments, and other moneys received at the occasion of separation shall, subject to subsection (5), be allocated to the period for which payable.

In CUB 1933, a cash "gratuity" equal to two months' salary was paid in lieu of retirement leave credits to a claimant who, in 1961, had been released by her employer due to pregnancy; and the record showed that such payment was conditional upon the employer's certification that her service had been satisfactory. The Umpire ruled that the lump sum which the claimant had received as a "cash gratuity" represented, in fact, a payment in lieu of retirement leave credits. He said:

> Inasmuch as, according to the evidence, the certification that the claimant's service had been satisfactory was a condition of her contract of employment and that condition was fulfilled in her case, the question of gratuity does not arise. . . .
>
> In order to constitute a cash gratuity, the moneys received by the claimant should have been paid notwithstanding the non-fulfilment of the condition regarding the certification of satisfactory service.

In the instant case, the payment which the claimant received was not subject to the aforementioned certification, and the law under which the payment was made, i.e., section 59(1) of the Civil Service Regulations as amended in 1963, appears to entitle the employee coming under subsection (1) to claim, as of right, either retirement leave or a gratuity in lieu thereof, the granting of a gratuity in lieu of leave, when so requested, being left at the discretion of the deputy head.

From the foregoing it can be seen that the money which the claimant received in lieu of retirement leave was paid to him in fulfilment of a condition of his contract of employment. As a result, it was not a gratuity nor any one of the kinds of earnings specifically mentioned in paragraph (f) of Regulation 172(2). It would have been a gratuity to the extent of the equivalent of two weeks' pay if the claimant had received an amount equal to ten weeks' pay instead of eight.

I, therefore, decide to allow the insurance officer's appeal.

CUB 2650

The claimant, who had been employed as a brakeman by a railway company since October 1943, was suspended by his employer effective December 24, 1965, after a train accident that had occurred on the same day.

When the claimant filed his claim for benefit he attached a copy of the transcript of the hearing before the railway board which investigated the accident.

The insurance officer decided that the claimant had lost his employment by reason of his own misconduct within the meaning of the Act, but that there were extenuating circumstances sufficient to reduce the period of disqualification to two weeks. The claimant was notified to this effect.

The claimant appealed this disqualification to the board of referees. The reasons for appeal, as given by the claimant's Union, the Brotherhood of Railroad Trainmen, were:

> . . . Unquestionably the prime contributing cause of this accident is the arrangement of these two signals. It constitutes a trap into which sooner or later some engineman or train crew would fall victim. In the case of Mr. . . . . , I believe it would be impossible to find an engineman or trainman more conversant with the operating rules, or who adheres to them to a greater degree. [The claimant] had every confidence that [the engineman] understood the signal indications he called out and certainly that [the claimant] knew much better than he, how much of a brake application to make and when to make it in any given situation.
>
> In this case, I believe it extremely significant that on the notices of discipline handed out by the company, no rule violations are charged. This is very unusual, and we submit that the reason for this omission could be that company officials realize a misleading indication was given to this train by the position of the signals and therefore the company, without admitting it, are assuming some responsibility for the accident.
>
> In the case of [the claimant], to charge him with responsibility in connection with this accident, and to consider that his actions amounted to misconduct, is an injustice. There was no defiance of authority or wilful violation of rules or even a hint of personal misconduct. This man was carrying out his duties exactly in the manner he believed was required of him. His discipline record was clear as evidenced by the enclosed copy of his suspension notice. I believe the magnitude of the injustice imposed on this man by the company could be better understood if a parallel is drawn between the penalty assessed in this case and that of the average fine handed out in our courts of law for a highway traffic act violation. Even if no extenuating circumstances were present to affect the decision, it would be unheard-of in a property damage accident for a fine to be assessed in the amount of three months' earnings of the party involved. . . .

The board heard the appeal and the majority upheld the insurance officer. It pointed out that the claimant had been questioned particularly as to his knowledge and practice with respect to the regulations, and he had himself admitted that certain operating rules were not followed.

The dissenting board member stated that the claimant had an enviable record, and that misconduct should therefore be discounted. He said that there was some doubt involved in the claimant's suspension, and that he should not be penalized further by the Unemployment Insurance Commission. He added that the insurance officer's two weeks disqualification instead of the maximum six weeks indicated that there was considerable doubt as to misconduct.

The brotherhood appealed once again to the Umpire, repeating the events leading up to the accident, and adding that,

because of the claimant's enviable record, and the customary discharge of his duties in the best interests of the company, to charge him with misconduct would be a grave injustice on the part of the UIC. The brotherhood added that there had been no defiance of authority or wilful violation of the rules, or even a hint of personal misconduct.

> The suspension from duty was the result of a misunderstanding or error in judgment in that [the] brakeman . . . believed that [the] engineman . . . knew exactly what the signal indicated, and the correct action to take in this situation. We therefore contend that no action on the part of [the claimant] can be construed as misconduct under . . . the Unemployment Insurance Act.
>
> The engineman at the controls, and who was at the head end of this train, received his benefits in full when he went before a board of referees. This man who in our estimation made the mistake of interpreting this signal wrongly, was not found to be guilty of misconduct under the meaning of the Act. We also believe [the claimant] was unfairly assessed with the responsibility of this accident.

The brotherhood then asked that the period of disqualification from benefits be eliminated, in order to relieve "the undue hardships that were experienced by this man and his family."

The insurance officer commented that the dissenting board member's statement to the effect that the insurance officer imposed a two-week disqualification instead of the maximum six weeks because there was considerable doubt as to misconduct was only a presumption on his part. "It is an established principle that the benefit of any reasonable doubt must be given to the claimant," he said.

> In the present case the insurance officer concluded that extenuating circumstances existed and he reduced the period of disqualification accordingly. The Umpire has pointed out that the imposition of a disqualification of less than six weeks cannot be taken as an indication that the insurance officer was in doubt as to whether any disqualification was warranted. Rather, it merely represents a case where discretionary powers have been used to shorten the period because in the opinion of the insurance officer, extenuating circumstances were present (CUB 973) (L.G. 1954, p. 275).

The Brotherhood of Railroad Trainmen made a further statement on behalf of the claimant and was also granted an oral hearing on October 6, 1966.

Considerations and Conclusions

We are here dealing with the claimant's own case, and the fact that the same board of referees decided in favour of one of his fellow-workers involved in the same accident cannot be taken into account because his case is not before me.

The record shows that, on December 24, 1965, the claimant was careless in the discharge of his duties as a brakeman in that, as he himself declared before the railway board which investigated the accident in question, he did not call "in the proper manner" the indication of the train order signal to the engineman. In fact, the claimant "just repeated" the engineman's call without verifying its accuracy.

As the Umpire said in decision CUB 1877:

> While no person is infallible, yet it must be borne in mind that it was the claimant's responsibility to see that the said operating rule was carried out to the letter inasmuch as not only his personal safety but that of others and railway property stood to be affected.

In view of the foregoing, I consider that the claimant's misconduct has been satisfactorily proved and that, by imposing on him a disqualification of two weeks only, the mitigating circumstances which might have existed in this case were properly taken into account.

As a consequence, I decide to dismiss the brotherhood's appeal.

Canadian Railway Office of Arbitration: Case No. 49

A dispute involving the dismissal of a locomotive fireman early in 1964 for allegedly attempting to defraud the company, and a request for full payment of time lost, was dealt with by the Canadian Railway Office of Arbitration at a hearing in Montreal on January 9, 1967.

The arbitrator upheld the claim, which asked that demerit marks should be expunged from the fireman's record, and that the claimant should be reimbursed for time lost during his absence from the company's employ, with no loss of seniority.

CASE No. 49

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Locomotive Engineers over the assessment of demerit marks and consequent dismissal of a locomotive fireman accused of attempting to defraud the company.

Before the alleged offence, there had been dissatisfaction among crew members over what they considered the unwarranted removal of "passing tracks." After the tracks were removed, they complained about the delays in reaching destinations resulting in an increase in time spent on duty. On the day in question, the claimant had spent 40 minutes of his run of 12 hours and 40 minutes waiting on a siding for another train to pass, and he subsequently submitted a claim for payment for "road overtime" resulting from what he called an "unnecessary lack of passing tracks."

During the official investigation, a statement was submitted by the fireman explaining that he had intended only to underline the unrest caused by the removal of the passing tracks, and the general feeling among the employees that they should not have to give an appreciable amount of free time to the company. He said he had had no intention of accepting payment for the overtime, and he was astounded when the company adjudged his claim, which was so obviously an invalid one, as "a fraudulent attempt to obtain a sum to which he was not entitled." The company, however, chose to ignore the statement and based their suspicion of fraud on the terse replies the fireman made to their leading questions.

When asked by the company to cite the clause of the collective agreement on which he had based his claim, the fireman said there was no such clause, and he readily admitted that he was claiming time to which he was not entitled under the collective agreement. The resultant 20-demerit-mark penalty, when added to 40 demerit marks that he had received over a previous incident during the twelve-month period, totalled the 60 demerit marks that warranted dismissal.

The arbitrator, while not condoning the manner in which the claimant had presented his grievance against the company, could not understand how the company, with the fireman's statement in hand, could have reached the conclusion that there had been an attempt to defraud. The arbitrator said he had no hesitation in finding that the penalty of 20 demerit marks was improperly imposed and that it should be removed from the claimant's work record. He directed that the claimant be returned to his former position with the company, with no loss of seniority, and that he be paid what he would have earned in that employment during the time lost through his dismissal, less any sum received from other employment.

Canadian Labour Congress Brief

Continued from page 230

the July 1, 1967 target date for the introduction of Medicare, was "based on false grounds."

It was contended in the brief that "the argument that the implementation of Medicare would have an inflationary effect is sheer sophistry. The legislation would not have caused a flow of new money into the hands of consumers or of the providers of medical services. It would have been (and will be) in very large measure merely a transfer of premium payments from public to private agencies.

"Any delay in putting the legislation into effect, therefore, is a social loss to Canada and an injustice to those who might have benefited from the legislation a whole year earlier."

Referring to other social legislation, the Congress made strong representations for a review of family allowances, which it felt could be "a significant contribution to the war on poverty," and the granting of Old Age Security Pensions of $115 a month at age 65, without a means test.

Minimum Wage Revision

The Government was urged by the Congress to establish a minimum wage of $1.50 an hour, as it had been requested to do in an earlier brief. The CLC warned that in spite of the recency of the creation of the $1.25 figure, it did not want the Government to consider the new plea as "merely a form of one-upmanship."

The Congress noted that it considers the minimum wage to be an integral part of any campaign to combat poverty and raise living standards, and "we take this opportunity to remind you that Canada in 1964 voted in favour of an International Labour Organization Resolution which, among other things, stated that adequate minimum standards of living should be ensured through the establishment of a dynamic minimum wage level and a dynamic level of social security measures, adjusted periodically to take full account of economic growth and to have due regard to increases in the cost of living. "We consider that the time is appropriate to review the present minimum wage."

It was pointed out in the brief that a number of years have passed since the Unemployment Insurance Act had been amended, and that some revisions are now in order. It asked that the Government give immediate attention to the matter.

One of the greatest social challenges facing Canadians is the provision of sufficient and adequate housing, the CLC noted in its brief. And it contended that home building has not even kept pace with the growth of population. It was estimated, the CLC said, that at least 170,000 housing-unit starts a year are needed in Canada to maintain even present living standards and that it was expected that final tallies would show that there were only 130,000 housing-unit starts in 1966.

The brief noted that the drop in starts had occurred mainly in the low rental housing sphere, where the greatest need existed, with the result that the situation was "particularly acute because the fastest growing group in Canada is the 20-to 24-year-old group that is forming new families and requires housing."

The Congress proposed that the Government make funds available for the construction of housing for lower-and middle-income groups. Experience indicated that Government action in increasing the National Housing Act interest rate to 7¼ per cent, hoping that it would encourage more active participation by approved lenders in the housing field, had failed to achieve its purpose.

"There should be vast expansion of the public housing program, and the provinces should be encouraged to participate to a much greater degree," the brief suggested.

Auto Trade Agreement

The CLC challenged the Government to take action to assist workers who have been adversely affected by the auto trade agreement (L.G. 1965, p. 320), adding that failure to do so was a detriment to support of freer trade.

It was also noted in the brief that the agreement had failed to provide benefits for Canadian consumers.

"Price increases, in the United States as well as in Canada," claimed the CLC, "were inflationary and unjustified in the light of indefensively high profits and substantial savings from rapid productivity advances in the industries in both countries—especially in the Canadian industry, which is now relieved of high-cost, low-volume product lines thanks to the agreement."

It was ironic, the Congress felt, to note that the very efficiencies "which should have been reflected in price reductions to consumers are instead the cause of severe dislocations of employment, involving thousands of workers in the auto and auto parts industries in Canada."

Immigration Policies

Some obvious contradictions were evident in the Government's recently announced immigration policies, the Congress asserted. The placing of emphasis on bringing in well educated and skilled immigrants meant the perpetuation of the kind of exclusive policies that revision of the immigration act was intended to exclude. The Congress expressed support for the announced intention to admit immigrants on humane grounds and to remove standards of a discriminatory nature.

The brief pointed out that the "Congress is not opposed to immigration as such. It has, however, taken the position that immigration must be associated with economic planning in general, and that a long-term immigration policy must be related to other economic policies to maintain a buoyant economy and high levels of employment."

Dealing with the case of skilled workers, the brief drew attention to the fact that in countries where the greatest source of skilled immigrants exists, skilled workers are in short supply.

The brief suggested also that there should be a readiness, particularly on the

CLC urges expansion For Women's Bureau

The Canadian Labour Congress annual brief to the federal Government, presented on February 8 (see also p. 230), expressed concern for the well-being and care of the increasing number of children of working mothers. Concern was also expressed over the large number of women in the labour force who work under conditions less favourable than those for men insofar as pay and other conditions of employment are concerned.

Although the CLC lauded the work of the Women's Bureau, especially the contributions made since its inception under its first Director, Miss Marion V. Royce, it urged an expansion of staff and budget for research and publicity purposes in order to keep the public properly informed on those matters coming within the Bureau's frame of reference.

part of prospective employers, to engage in the education and training of immigrants.

Consumers' Affairs

The Congress advocated the creation of a department of consumer affairs that could give Canadians protection against unwarranted price boosts.

"There should be some agency," the brief said, "which would be able to exercise a restraining influence on price changes by its authority to investigate and publicize those price changes which in its opinion were unwarranted . . . a fact-finding body before which both consumers and producers could appear. . . ."

It was also suggested by the Congress that such a body could look into cases involving misleading advertising, deceptive packaging, and the offering to the public of poor quality merchandise.

Natural Resources

Steps should be taken on several fronts to give greater protection to Canada's natural resources, the brief recommended, particularly in the fields of water pollution, forest conservation and preservation of the country's national parks. Failure to implement effective measures could deprive future generations of their Canadian heritage.

Use of Injunctions

The brief assumed that the Government is "familiar with the CLC views on the use of injunctions in labour disputes, even though you might be disposed to say that this does not come within your jurisdiction. There is, however, one aspect which is clearly within the federal domain, and that is the matter of picketing as defined in the Criminal Code.

"We have on previous occasions called on you to amend the Code to clarify and protect the right of trade unionists to picket. We believe that the kind of amendments which we have sought and are still seeking might contribute toward a lessening of the use of the injunction and a strengthening of what is an essential civil right—the right of workers to demonstrate the fact that they are on strike.

"We are increasingly alarmed at the presumption by legislatures, both federal and provincial, and the judiciary, that employers have some prior right which must be respected even at the cost of civil liberties.

"If there is to be labour relations legislation, it should not end up as a convenient tool for the employer to use against the trade union of his employees, but as a mechanism for resolving disputes fairly and objectively. . . ."

The Congress commended the Government for enacting Bill C-170, the Public Service Staff Relations Act, but pointed out that "The real test of the legislation, however, lies ahead when collective bargaining will begin. Whether it will be collective bargaining carried on in good faith, or merely an exercise in futility by the employee organizations in the public service, will depend in very large measure on your own position as the employer.

"It will depend not only on the attitudes which you bring to the bargaining table, but the personnel policies which you establish and the instructions which you issue to those who are engaged in the managerial function on your behalf.

"The administration of grievance procedures, their adjudication, and the work of arbitration tribunals will also colour the labour-management relationships which will develop.

"Although collective bargaining in the public service already exists in other parts of Canada, its introduction in the federal field represents bargaining on a scale unknown before, and its results may have far-reaching effects.

"We, for our part, propose to do everything in our power to help develop a sophisticated and mature labour-management relationship in the public service of Canada. We hope that you will direct your energies in the same direction."

General Observations

The brief drew the Government's special attention to a number of matters which it felt were of prime interest and importance, not only to the Congress and all Canadians, but even to the world at large.

Commenting on the establishment of the Women's Bureau by the Canada Department of Labour, it said that the Bureau has an important role to play in drawing attention to any disadvantages suffered by women in the labour force, merely because they are women. . . .

On the topic of radio and television broadcasting the brief said: "The Congress is in favour of a greater degree of control of broadcasting than exists at present, and therefore supports the conclusions of the Fowler Report in this connection. . . ."

Referring to Canada's Indians and Eskimos, the brief declared that Canada's treatment of these minorities would remain a blot on the national conscience until the country displayed more energy, or diverted more resources and exercised more imagination in rescuing these people from their desperate situation.

"Better living conditions, better health facilities, better educational opportunities and vocational training are indispensable if these goals are to be attained. You have declared your intention to embark on a war against poverty. This is an important salient in which you should be immediately involved and on a large scale."

Referring to the U.S. Copyright Act, the brief said that the Act has caused the Canadian graphic arts industry to suffer certain disadvantages — namely, smaller volume of business, and fewer jobs than might otherwise be available. "We ask you, therefore, to enter into discussion with the United States Government to remedy the situation by a suitable amendment to the Copyright Act."

The brief requested:

—an amendment to the Income Tax Act concerning deductible expenditures by employees;

—establishment of a national advisory committee on fair employment practices;

—effective measures to make possible a viable Canadian merchant marine and a Canadian deep sea fleet under Canadian ownership;

—the establishment of an air transport industry council;

—a substantial increase in federal support for medical research;

—the elimination of the federal sales tax on drugs; and

—the reservation of coastal and intercoastal trade to vessels built and manned in Canada, and the reservation to Canadian and American vessels of trade on our inland waters on an equitable basis.

International Affairs

In the sphere of international relations, the Congress made a strong plea for an increase in the Canadian aid program abroad, because of a widening gulf between the rich and the poor nations that constituted a serious threat to world peace and the well-being of all mankind.

Although the Congress was aware that there had been a slow increase in Canada's allocations for external aid, it emphasized the need for "a bold and imaginative program," including such things as:

—spending one per cent of the gross national product on external aid and development;

—exploration of all possible avenues of granting special tariff and trade concessions to new countries;

—support, through international agencies, of reasonable requests for easier trade, fiscal and credit facilities, and increased allocations for Canada's Soft Loan Assistance Program;

—expansion of facilities in Canada and abroad for training qualified personnel from developing countries; and
—conclusion of agreements with specialized agencies of the United Nations for technical assistance programs.

A more forceful and imaginative method of seeking ways to end the war in Viet Nam was urged upon the Government. The brief also urged it to "observe the spirit and the letter of mandatory sanctions against Rhodesia," and to support the adoption and implementation of more effective measures by the United Nations, should present sanctions fail.

Finally, the Congress urged the Canadian Government to:

(1) reach an international agreement to prevent the spread of nuclear weapons;
(2) implement a total ban on nuclear tests under a system of effective international control;
(3) settle outstanding political and territorial issues through peaceful negotiation;
(4) complete general and controlled disarmament of all nuclear, chemical, bacteriological and conventional weapons by treaty;
(5) work towards effective U.N. presence and influences in disarmament negotiations; and
(6) seek abandonment of the nuclear role by Canadian armed forces, and removal of all nuclear systems from Canadian soil.

The Government's Reply

Responding to the CLC's annual brief, Prime Minister Lester B. Pearson said that both the Government and the CLC reflected "an institutional point of view" on many issues of concern in the labour field. He said that the point of view of the Government was to advance and maintain the public interest.

About the CLC's charges that the Government used the coercive powers of the state to force striking workers back to work on one occasion, and used the threat of such powers in a number of others," Mr. Pearson said the Government did its best to recognize the established processes of collective bargaining.

The introduction of legislation to provide for collective bargaining in the Civil Service (Bill C-170) was evidence of the Government's respect for the essential progress of the process of collective bargaining. He pointed out that there was a need to develop new and constructive attitudes so that the process could be more effective. The Prime Minister called upon the Congress to work together with the Government and management groups to form a tripartite approach to solving the problems they share in common.

Mr. Pearson commented on the Task Force headed by Dean H. D. Woods (L.G., Nov. 1966, p. 631), saying that it was established, "not as a means to delay solution of labour disputes, but as a means to get background information on which to base" labour negotiations.

Reacting to charges that the Task Force was too neutral and too academic, the Prime Minister called for the direct association of labour with the consulting committees to study labour relations legislation. Labour was well represented on the Economic Council of Canada, he said, and labour committees can contribute to the study of labour matters. He added that labour organizations can submit proposals to the Government for discussion regarding the introduction of legislation.

Mr. Pearson then mentioned that the postponement of social legislation for Medicare did not mean that the Government had failed to live up to its expectation or to carry out its promises.

Hon. John R. Nicholson

After reiterating some of the Prime Minister's remarks concerning the Government's approach to the problems of labour and management, Mr. Nicholson said that his attitude, the attitude of the Department of Labour, and the attitude of the Government were that collective bargaining was the best process for the settlement of labour-management disputes.

He acknowledged that there had been resort to legislative action to end labour-management disputes, and he asked the Congress to remember the crisis situation that existed in 1966. He stated that there was no attempt to introduce legislation during disputes in the Ontario trucking industry and Air Canada. In the case of the 1966 railway dispute, the Government weighed the position of labour and all other factors before taking action, the Minister said.

Mr. Nicholson added that there were many positions on which the Congress and the Cabinet were agreed. He said that the Department would welcome more men with a labour background to work with the Department, and he mentioned that the Assistant Director of the Department's Labour-Management Consultation Branch, and the Director of the Conciliation and Arbitration Branch were union men.

The Minister of Labour went on to say that changes in labour policies should not be made in a crisis atmosphere. He hoped that there would be a better atmosphere for change in 1967 and 1968. He expressed "a sincere hope that the Task Force will bring in such suggestions as outlined in the brief."

Concerning the Unemployment Insurance Commission, the Minister shared the view that it was time for change in its legislation, and that the ceiling on benefits should be adjusted. He agreed that the benefits were out of line with present standards. He reminded the Congress representatives that the responsibility for recommending changes, however, lies within the Commission itself; the Cabinet then considers the recommendations.

Mr. Nicholson said that there were 167,000 housing starts and 163,000 housing units completed in 1966. Part of these were for people of low income. He added that, in 1963, there were 700 housing starts in the province of Ontario; in 1966 the number was 7,000; and in 1967 the figure would likely double to 14,000.

The Minister noted also that "the shortage of public housing was not the fault of the federal Government." Each province must tackle its housing problems individually, because of regional differences. He said that all requests from the provinces for assistance received attention, and that many were acted upon within months, or even weeks.

Hon. Jean Marchand

The Minister of Manpower and Immigration said that, contrary to a suggestion made in the CLC brief, he did not know of any requests before the Canada Labour Relations Board to change the representation on the Board.

Mr. Marchand was in agreement with the two principles mentioned in the brief favouring immigration. He said the White Paper on Immigration reflected what had been recommended by the Economic Council. He pointed out that the White Paper does not insist that immigrants be skilled as well as educated; if they can be retrained, there is no requirement that they be both.

It was also noted by Mr. Marchand that the first duty was to retrain the Canadian labour force. He added that it was not true that there might be a shortage of skilled and well educated immigrants at this time. He stressed that Canada would not accept cheap labour or unskilled labour that would compete with Canadian workers.

In discussing the Government's manpower policy, the Minister said, "We have accepted the principle of the man who must be retrained, and he is entitled to an

allowance while in the process. The amount is not important." He mentioned that the amount could be in the area of $90 and $125.

Mr. Marchand said that the results of the change in the automobile trade agreement was "not the only case in which the workers were affected by Government decisions." He attributed other changes to monetary policies, fiscal policies or other Government programs.

Hon. Mitchell Sharp

The Minister of Finance said that the purpose of the Government's fiscal and monetary policy is "to prolong economic expansion." This could be indefinite if given a stable international scene, he explained. "This means more than just stimulating the economy."

Mr. Sharp said that there was a change in the public psychology in which it was believed that all costs would go up. He said that the Government had to do two things: make sure the Government didn't interfere with the economy, and look at Government spending. The Government had to consider either a budgetary deficit or an increase in taxes.

The Government resolved not to have high interests, he said. "Therefore, priorities had to be established. The Government chose to introduce old age pensions and hence Medicare was postponed for one year.

Hon. Paul Martin

The Minister of External Affairs discussed the recommendation to contribute one per cent of the gross national product for the economic growth of developing countries. He mentioned that Canada had doubled its external aid. He also commented that in some quarters complaints had been heard about Canada's contributions abroad, coupled with suggestions that the contributions were too large already.

The Minister said that Canada was trying to end the war in Viet Nam. He noted that, at the present time, "there is a truce for a limited period but I don't know if it can be extended beyond four days." He said that Canada is looking for reciprocal action on the part of the participants in the Viet Nam war.

Mr. Martin said that racist policies cannot be condoned in Rhodesia or in South Africa. Canada condemned the policy of apartheid used in South Africa's former mandate. He said that Canada was one of 14 countries in the United Nations trying to suggest how to condemn apartheid.

The Minister discussed the international agreement against the spread of nuclear weapons. "Canada is working strongly to limit the nuclear club," he said. An agreement was likely to result because of the efforts of both the great powers, and countries like Canada, to confine the weapons to the five existing nuclear powers. He reiterated Mr. Sharp's statement that "the Government was dependent on peace for full employment and economic growth."

Canadian Railway Labour Executives' Association Brief

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with them. He added that the residual non-operational groups had entered into an agreement for a longer period of time than had been indicated in the Freedman Report.

The Minister asked the Association to recall the "crisis atmosphere" of 1966. "You have realized how reluctant we are to have other than the freest and fullest collective bargaining. It was only after the most careful consideration that we introduced the railway legislation [ending the 1966 rail strike; and we provided] for further conciliation and mediation." He explained that the Government thought that it would be "better to have the 'task force' study this thing objectively and bring in its submissions . . . and in a more stable atmosphere, give consideration to what is the best way to handle problems such as you refer to in your brief."

Hon. J. W. Pickersgill

The Minister of Transport remarked that the law with respect to the St. Lawrence Seaway toll structure sets the objective for policy in keeping with recommendations as outlined in the brief. As long as the law is there, "it is the duty of the Government, as far as it is possible, to try to carry out that objective."

On the subject of providing greater protection at level crossings, Mr. Pickersgill said that he will ask the new Transport Commission "to undertake research into better methods of protection at crossings." He explained that an obstacle to the federal Government was to provide for the complete cost. The Government must have municipal participation, although it will pay the greater share, he said.

Mr. Pickersgill announced that Bill C-231 would receive Royal Assent later in the afternoon, and "it does not in fact contain any of the things you wanted in it, not even the 'pitifully inadequate' amendments proposed in the Bill of 1964." No reference was made to the companies' having any responsibility for those who will be severed from employment, nor to discussion between labour-management groups on the subject of technological change as recommended in the Freedman Report, he told the Association. Mr. Pickersgill explained that the Minister of Transport was not the one to introduce that legislation; it was up to the Minister of Labour. By introducing such provisions, Mr. Pickersgill added, he would open up controversy that would delay the bill for another six months.

Rt. Hon. Lester B. Pearson

The Prime Minister told the Association that the Task Force was not a delaying action. He said that the Government will press the Task Force and bring collective bargaining more into line with today's situations. He hoped that there will be continuous negotiation and discussion between labour and management groups, so that the Government will not be confronted with the conflict of public interest, and the problems of maintaining collective bargaining and the right to strike, which flows from it.

Labour brief urges boost in minimum wage

The Alberta Federation of Labour called for an increase in the province's minimum wage from $1 to $1.50 an hour in its annual submission to the provincial Government on January 19.

Representatives of the 35,000-member Federation pointed out that the third Annual Review of the Economic Council of Canada ranked Alberta among the three richest provinces, it having a per capita income in 1965 of $1,974. On this basis, the Federation claims, Alberta can afford a minimum wage rate of $1.50 an hour or more because "a substantially higher rate is required in Alberta, with its undoubtedly higher cost of living."

The brief refuted charges that the minimum wage increase would bankrupt the employers and damage the economy. "As the history of our country and other countries shows, the progressive introduction of such legislation has been accompanied by economic growth rather than by social and economic setbacks."

Manpower Studies

Part II

A selected bibliography for policy and research

This is the second instalment of a bibliography compiled from recent literature on manpower and manpower mobility. The first instalment appeared in the March issue of the LABOUR GAZETTE. *Prepared by Mrs. Barbara Alexandrin and Dr. A. N. Polianski for the Manpower Mobility Unit of the Department of Manpower and Immigration with the co-operation of the Canada Department of Labour Library, the bibliography is replacing the regular list of publications recently received in the Department's Library. Readers are reminded that the Library does not have all the books and items listed in this bibliography.*

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A—Labour Force

TABLE A-1—Regional Distribution, Week Ended January 14, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			000's			
THE LABOUR FORCE	7,364	597	2,114	2,718	1,215	720
Men	5,144	426	1,493	1,869	850	506
Women	2,220	171	621	849	365	214
14–19 years	675	65	208	213	122	67
20–24 years	1,037	102	351	335	159	90
25–44 years	3,216	231	933	1,231	512	309
45–64 years	2,223	182	566	857	384	234
65 years and over	213	17	56	82	38	20
EMPLOYED	6,983	538	1,981	2,616	1,177	671
Men	4,831	374	1,381	1,791	818	467
Women	2,152	164	600	825	359	204
Agriculture	451	23	84	120	201	23
Non-agriculture	6,532	515	1,897	2,496	976	648
Paid workers	6,023	470	1,728	2,325	908	592
Men	4,051	321	1,182	1,558	583	407
Women	1,972	149	546	767	325	185
UNEMPLOYED	381	59	133	102	38	49
Men	313	52	112	78	32	39
Women	68	*	21	24	*	10
PERSONS NOT IN LABOUR FORCE	6,316	701	1,839	2,127	1,037	612
Men	1,636	218	456	519	288	155
Women	4,680	483	1,383	1,608	749	457

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended January 14, 1967

	Total	14–19 Years All Persons	20–64 years Men Married	20–64 years Men Other	20–64 years Women Married	20–64 years Women Other	65 Years and Over All Persons
			000's				
POPULATION 14 YEARS OF AGE AND OVER*	13,680	2,264	3,909	1,038	3,995	1,015	1,459
LABOUR FORCE	7,364	675	3,741	859	1,159	717	213
Employed	6,983	601	3,572	775	1,133	700	202
Unemployed	381	74	169	84	26	17	11
NOT IN LABOUR FORCE	6,316	1,589	168	179	2,836	298	1,246
PARTICIPATION RATE†							
1967 January 14	53.8	29.8	95.7	82.8	29.0	70.6	14.6
1966 December 10	54.5	31.2	96.0	83.3	30.1	70.4	15.1
UNEMPLOYMENT RATE‡							
1967 January 14	5.2	11.0	4.5	9.8	2.2	2.4	5.2
1966 December 10	3.6	7.2	3.1	6.4	1.7	1.8	5.0

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended January 14, 1967

	January 1967	December 1966	January 1966
		000's	
TOTAL UNEMPLOYED	381	266	359
On temporary layoff up to 30 days	39	23	39
Without work and seeking work	342	243	320
Seeking:			
Full-time work	330	233	306
Part-time work	12	10	14
Under 1 month	127	91	111
1–3 months	153	101	151
4–6 months	36	28	34
More than 6 months	26	23	24

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	$ Millions									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—October	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November	59.5	636.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	219.9	40.8	234.3	41.9	345.6	735.4	100.7	2,483.5
August	62.0	691.4	201.3	41.4	235.8	41.4	345.6	758.4	101.2	2,512.9
September*	61.8	700.6	222.0	42.0	235.8	41.9	350.3	788.7	102.2	2,574.3
October†	62.7	702.9	232.6	40.0	241.3	42.4	355.7	786.4	102.6	2,589.5
	Seasonally Adjusted									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—October	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May	60.9	664.2	204.0	37.1	203.1	39.6	338.0	738.1	99.7	2,405.8
June	61.3	668.2	207.9	29.3	207.1	40.1	342.1	747.5	100.1	2,424.9
July	57.3	678.0	212.7	34.5	205.0	40.7	345.1	752.7	100.4	2,448.2
August	61.4	682.2	193.8	35.7	202.8	40.0	346.6	774.2	100.6	2,459.1
September*	62.6	686.7	216.2	34.6	203.1	41.1	349.0	773.7	102.0	2,491.1
October†	62.4	692.8	228.6	33.0	207.8	41.8	351.4	778.6	101.4	2,519.9

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 1966, employers in the principal non-agricultural industries reported a total employment of 3,679,561. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1961	100.0	100.0	78.24	100.0	100.0	81.55
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1965—August	119.7	116.5	91.12	120.6	115.2	93.97
September	119.1	117.8	92.19	121.1	117.1	95.48
October	118.6	119.6	93.56	120.6	119.1	97.10
November	118.7	119.4	93.44	120.6	119.5	97.42
December	115.9	116.3	91.00	118.5	116.6	95.07
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July*	123.9	123.6	96.67	124.0	121.7	99.24
August†	125.6	120.9	94.56	127.1	123.0	100.32

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	August 1966	*July 1966*	*August 1965*	*August 1966*	*July 1966*	*August 1965*
	(1961=100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	125.9	126.4	121.5	74.34	79.22	74.57
Newfoundland	141.6	143.2	137.0	78.77	84.44	80.26
Prince Edward Island	137.7	140.6	124.9	62.51	64.70	61.56
Nova Scotia	117.5	118.3	113.9	74.34	76.22	73.19
New Brunswick	124.9	124.1	120.4	72.31	80.35	73.26
Quebec	122.8	121.3	118.4	93.91	95.27	89.05
Ontario	127.0	123.7	119.0	98.58	99.46	94.25
Prairie Region	121.8	122.1	115.9	85.65	91.20	86.85
Manitoba	115.5	115.7	111.0	78.08	85.78	83.42
Saskatchewan	123.8	123.4	118.7	85.61	91.10	85.03
Alberta	126.5	127.0	119.2	91.58	95.48	90.32
British Columbia	133.0	133.8	126.2	105.05	108.48	101.20
CANADA	125.6	123.9	119.7	94.56	96.67	91.12
URBAN AREAS						
St. John's	151.3	149.3	136.8	75.20	77.97	71.95
Halifax	111.4	112.4	109.3	79.43	79.69	76.52
Sydney	104.6	100.7	102.7	88.33	81.52	85.30
Moncton	118.7	118.8	114.6	70.17	76.62	70.58
Saint John	105.9	106.3	106.1	78.64	79.30	76.42
Chicoutimi	118.1	117.1	107.5	115.58	116.48	104.48
Montreal	123.8	122.1	116.7	97.04	96.69	91.13
Quebec	118.2	117.6	118.1	82.96	83.08	78.59
Shawinigan	114.9	112.6	113.2	103.56	103.68	94.39
Sherbrooke	113.4	109.3	121.4	82.59	83.03	77.46
Trois-Rivières	122.7	122.8	120.4	91.09	90.48	83.04
Ottawa-Hull	121.5	120.6	114.9	91.05	90.11	85.46
Belleville	119.8	118.9	110.9	85.69	83.99	81.74
Brampton	228.3	208.2	188.3	102.46	96.63	91.20
Brantford	140.7	135.7	130.2	91.97	93.51	88.17
Fort William-Port Arthur	131.6	133.7	126.2	98.50	99.18	88.36
Guelph	135.9	132.5	126.6	89.51	88.81	86.04
Hamilton	126.2	125.7	123.3	106.91	103.61	99.84
Kingston	126.0	124.8	127.1	95.07	94.25	91.42
Kitchener	141.7	139.5	131.2	89.08	88.43	84.41
London	126.4	126.1	120.7	92.58	91.89	87.33
Niagara Falls	122.4	120.2	130.2	92.28	94.71	87.49
Oshawa	110.7	108.8	102.9	111.45	110.39	112.84
Peterborough	137.7	134.4	126.7	102.65	104.05	98.58
Sarnia	127.5	128.7	114.9	128.71	127.11	118.97
Sault Ste. Marie	127.4	126.9	120.8	115.24	116.33	111.84
Sudbury	103.3	46.5	102.9	103.47	100.60	103.11
St. Catharines	138.5	139.6	134.9	106.17	107.36	101.54
Timmins	102.8	103.1	98.2	102.55	101.85	85.96
Toronto	127.3	125.5	116.6	101.00	100.23	94.72
Welland	115.9	103.9	115.0	107.79	117.33	108.86
Windsor	154.5	142.2	134.7	116.20	111.24	105.37
Winnipeg	116.7	117.0	110.8	79.31	81.71	80.32
Regina	123.8	121.5	122.1	87.19	88.85	83.82
Saskatoon	130.9	131.5	120.1	83.60	84.62	78.18
Edmonton	129.6	129.1	121.6	88.95	90.64	85.60
Vancouver	126.5	128.6	123.3	103.16	104.01	98.23
Victoria	124.5	126.9	122.7	91.34	92.36	89.61

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3 (Formerly C-2a)—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					000's						
CANADA											
Aug. 1966*	87.7	122.1	1,666.8	860.6	806.2	421.5	670.4	912.8	248.4	576.9	4,706.5
July 1966†	89.6	113.7	1,630.9	842.6	788.3	429.0	668.7	917.0	248.4	580.2	4,677.4
Aug. 1965	87.5	120.1	1,582.3	837.9	744.4	411.5	651.9	871.6	237.8	539.5	4,502.4
Newfoundland											
Aug. 1966*	4.7	6.2	13.9	11.6	2.4	13.0	16.4	16.2	1.7	6.6	78.8
July 1966†	4.7	6.1	14.8	12.5	2.3	12.7	16.6	16.4	1.7	6.6	79.6
Aug. 1965	5.1	6.6	13.5	10.9	2.6	11.4	16.7	15.9	1.5	5.6	76.3
Prince Edward Island											
Aug. 1966*	0.2	0.1	3.1	2.5	0.6	2.3	3.1	3.8	0.6	2.2	15.3
July 1966†	0.3	0.1	3.0	2.5	0.5	2.4	2.9	3.8	0.6	2.4	15.5
Aug. 1965	0.3	0.1	3.0	2.4	0.6	2.0	2.2	3.7	0.6	2.2	14.0
Nova Scotia											
Aug. 1966*	2.5	7.5	35.5	18.7	16.8	15.0	23.1	28.0	5.9	13.9	131.5
July 1966†	2.8	7.4	35.0	18.4	16.6	15.2	24.1	28.3	5.9	14.2	133.1
Aug. 1965	2.7	7.9	35.8	18.8	17.0	13.3	22.2	27.2	5.7	12.8	127.6
New Brunswick											
Aug. 1966*	10.0	2.9	28.6	19.2	9.4	12.8	22.8	22.7	4.1	10.6	114.6
July 1966†	10.4	2.8	27.4	18.1	9.3	13.1	22.6	23.0	4.1	10.6	114.0
Aug. 1965	9.7	2.6	27.9	18.6	9.3	13.3	22.2	22.2	4.1	9.6	111.6
Quebec											
Aug. 1966*	30.1	28.1	516.6	317.5	199.1	113.9	178.1	231.5	70.5	149.9	1,318.8
July 1966†	29.1	28.1	509.3	313.0	196.3	116.6	177.2	232.1	70.4	149.9	1,312.6
Aug. 1965	28.7	27.2	499.1	314.4	184.7	115.5	174.8	225.0	68.9	142.4	1,281.6
Ontario											
Aug. 1966*	13.8	34.7	821.6	371.2	450.4	155.4	218.9	356.9	107.8	231.0	1,940.2
July 1966†	13.6	26.8	794.3	359.9	434.5	154.3	218.9	358.3	107.5	233.0	1,906.7
Aug. 1965	14.2	35.5	766.5	356.8	409.7	148.2	213.7	338.8	102.0	216.4	1,835.4
Manitoba											
Aug. 1966*	1.6	5.9	47.3	28.1	19.1	17.1	47.6	51.0	12.1	27.8	210.4
July 1966†	1.6	5.8	47.2	27.7	19.5	17.1	48.1	51.1	12.0	28.3	211.2
Aug. 1965	1.5	5.7	47.0	28.3	18.7	16.5	47.9	46.8	11.7	26.7	203.8
Saskatchewan											
Aug. 1966*	0.2	5.2	15.7	10.2	5.4	18.1	28.2	37.3	8.0	16.9	129.7
July 1966†	0.2	5.2	15.6	10.2	5.4	18.4	28.7	37.5	8.2	17.7	131.5
Aug. 1965	0.2	5.3	15.5	10.0	5.4	16.4	28.1	35.8	7.8	15.9	124.9
Alberta											
Aug. 1966*	2.6	18.3	50.3	26.4	23.9	37.6	50.7	73.3	14.4	46.6	294.3
July 1966†	4.8	18.3	49.9	26.4	23.5	38.5	51.0	73.2	14.5	47.7	297.9
Aug. 1965	3.5	17.5	47.9	26.9	21.1	36.8	50.0	68.6	13.8	42.7	280.7
British Columbia											
Aug. 1966*	21.8	11.0	134.3	55.2	79.1	35.6	79.6	91.2	23.4	70.3	467.1
July 1966†	22.0	10.9	134.4	53.9	80.4	40.0	76.9	92.7	23.5	68.8	469.3
Aug. 1965	21.7	9.8	126.2	50.9	75.3	37.7	72.5	87.2	21.8	63.9	440.9

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

Basis: 1960 Standard Industrial Classification. Source: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4 (Formerly C-3)—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	August 1966	*July 1966*	*August 1965*	*August 1966*	*July 1966*	*August 1965*
	(1961=100)			$	$	$
MINING, INCLUDING MILLING	111.4	102.9	110.1	117.65	116.83	110.37
Metals	106.8	93.0	107.3	118.11	118.88	110.80
Mineral fuels	101.9	100.9	101.1	123.58	119.65	115.53
Non-metals except fuels	122.3	122.3	118.9	105.53	103.34	97.62
Quarries and sand pits	140.5	140.7	135.4	105.04	105.06	98.42
Services incidental to mining	137.7	134.4	128.4	124.56	123.49	119.03
MANUFACTURING	127.1	124.0	120.6	100.32	99.24	93.97
Durable goods	136.7	133.1	125.9	108.69	106.50	102.30
Non-durable goods	119.4	116.7	116.3	92.64	92.59	86.75
Food and beverages	123.4	117.9	122.5	84.67	86.81	79.74
Foods	124.4	118.0	124.5	81.31	83.38	76.78
Beverages	116.7	116.7	110.0	106.98	108.82	100.57
Tobacco processing and products	94.0	91.2	91.6	103.99	104.60	94.53
Rubber products	120.1	124.4	118.7	104.68	101.35	97.88
Leather products	106.0	104.4	103.1	67.58	65.46	63.56
Textile products	114.1	113.2	120.6	82.93	81.01	77.65
Knitting mills	119.5	117.9	115.5	63.85	62.27	60.25
Clothing	117.7	113.4	114.2	62.53	60.19	59.22
Wood products	118.3	120.0	119.6	88.38	87.36	82.58
Furniture and fixtures	136.2	133.9	125.7	83.77	80.56	78.49
Paper and allied industries	122.7	121.2	116.6	118.95	119.12	110.29
Printing, publishing and allied industries	111.9	111.0	106.0	107.53	106.32	102.26
Primary metal industries	129.3	120.5	121.2	122.94	119.92	115.60
Metal fabricating industries	139.3	137.4	128.9	107.43	105.93	101.68
Machinery, except electrical	148.6	147.8	139.8	113.44	113.58	107.72
Transportation equipment	142.6	136.4	121.0	118.98	115.29	111.88
Electrical products	145.8	141.4	129.8	103.58	101.55	98.76
Non-metallic mineral products	131.9	131.2	128.8	108.11	108.44	102.04
Petroleum and coal products	105.2	105.0	103.7	146.46	147.13	132.91
Chemicals and chemical products	119.2	118.1	113.7	115.04	114.91	108.65
Miscellaneous manufacturing industries	136.8	132.9	124.5	86.82	85.46	81.80
CONSTRUCTION	149.4	150.5	139.3	124.22	123.10	110.88
Building	141.1	144.0	134.3	119.05	118.63	107.56
Engineering	165.7	163.2	149.2	132.74	130.77	116.75
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	111.8	112.0	109.5	88.62	105.13	98.51
Transportation	108.4	108.5	107.8	80.81	105.64	98.57
Storage	118.1	120.9	112.2	92.86	92.42	85.53
Communication	119.9	120.4	111.5	93.84	98.28	92.96
TRADE	122.2	121.9	113.7	77.82	78.01	74.26
Wholesale trade	120.2	119.6	113.6	95.32	95.35	90.73
Retail trade	123.4	123.3	113.7	67.96	68.26	65.15
FINANCE, INSURANCE AND REAL ESTATE	122.2	122.1	117.8	93.05	92.72	89.04
Financial institutions	126.5	126.5	122.2	90.01	89.40	65.52
Insurance and real estate	116.1	115.9	111.6	97.70	97.81	94.40
SERVICE	148.8	145.8	135.3	70.03	70.57	65.79
Recreational services	146.7	146.1	137.0	64.32	62.47	61.97
Business services	163.1	160.5	142.9	108.66	108.88	100.89
Personal services	138.4	137.0	127.9	52.80	53.28	50.03
Miscellaneous services	169.4	157.9	150.8	73.76	76.93	70.90
Services to buildings and dwellings	195.9	191.5	171.9	52.24	52.50	49.10
INDUSTRIAL COMPOSITE	125.6	123.9	119.7	94.56	96.67	91.12

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	August 1966	July 1966	August 1965	August 1966	July 1966	August 1965	August 1966	July 1966	August 1965
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.1	41.6	42.2	2.57	2.57	2.42	108.21	106.73	102.40
Metals	41.5	41.6	41.6	2.69	2.68	2.53	111.77	111.70	105.09
Mineral fuels	41.7	37.0	41.6	2.26	2.31	2.18	94.18	85.69	90.71
Non-metals, except fuels	41.4	40.7	41.0	2.42	2.43	2.31	100.37	98.66	94.49
Quarries and sand pits	50.2	50.3	49.9	2.06	2.05	1.91	103.25	103.31	95.42
Services incidental to mining	42.4	43.7	45.3	2.76	2.75	2.55	116.89	120.13	115.50
MANUFACTURING	41.1	40.6	41.1	2.24	2.23	2.09	91.96	90.46	86.10
Durable goods	41.5	41.0	41.6	2.43	2.41	2.29	100.98	98.66	95.27
Non-durable goods	40.7	40.3	40.7	2.04	2.05	1.91	83.16	82.53	77.76
Food and beverages	40.9	41.0	40.4	1.86	1.90	1.77	76.30	77.98	71.65
Foods	40.8	40.9	40.2	1.80	1.83	1.72	73.47	74.87	69.13
Beverages	41.7	42.9	42.0	2.40	2.38	2.24	99.90	102.15	93.99
Tobacco processing and products	37.6	37.1	37.2	2.59	2.59	2.36	97.35	95.88	87.66
Rubber products	42.0	40.8	41.9	2.36	2.32	2.19	99.16	94.56	91.88
Leather products	40.2	39.0	40.1	1.54	1.53	1.46	62.08	59.69	58.68
Textile products	42.0	41.0	42.4	1.74	1.72	1.64	72.86	70.40	69.33
Miscellaneous textiles	40.0	39.8	41.5	1.61	1.61	1.45	64.33	64.17	60.19
Knitting mills	41.6	40.4	41.9	1.37	1.37	1.29	57.11	55.28	54.22
Clothing	38.1	36.8	38.1	1.50	1.47	1.41	57.14	54.30	53.95
Wood products	40.0	39.8	40.7	2.10	2.08	1.94	84.06	82.82	78.93
Furniture and fixtures	43.0	41.8	43.3	1.82	1.79	1.69	78.26	74.63	73.29
Paper and allied industries	41.9	42.0	42.1	2.68	2.68	2.47	112.36	112.52	103.72
Pulp and Paper mills	41.8	42.2	41.9	2.93	2.92	2.66	122.54	123.19	111.61
Printing, publishing and allied industries	39.2	38.8	39.3	2.74	2.71	2.59	107.20	105.26	102.04
Primary metal industries	40.7	40.9	40.9	2.79	2.80	2.68	113.64	114.57	109.35
Iron and steel mills	40.6	40.4	41.3	2.93	2.94	2.87	119.07	118.78	116.48
Metal fabricating industries	42.2	41.7	42.5	2.42	2.40	2.27	102.20	100.00	96.45
Machinery, except electrical	41.9	41.8	42.1	2.55	2.55	2.42	106.77	106.46	102.10
Transportation equipment	41.5	40.0	40.8	2.67	2.63	2.53	110.64	105.24	103.34
Aircraft and parts	41.5	39.5	41.7	2.65	2.64	2.40	110.23	104.32	100.13
Motor vehicles	41.6	40.3	40.4	2.75	2.69	2.62	114.56	108.48	105.90
Assembling	45.1	41.4	38.8	2.96	2.91	2.82	133.71	120.50	109.62
Parts and accessories	39.0	39.6	41.4	2.64	2.60	2.56	103.01	102.78	106.04
Shipbuilding and repairing	40.9	40.0	41.0	2.59	2.60	2.47	106.04	103.92	101.07
Electrical products	41.0	40.0	40.9	2.23	2.19	2.11	91.31	87.64	86.34
Communications equipment	40.3	39.0	41.0	2.12	2.07	1.98	85.48	80.80	81.38
Non-metallic mineral products	43.8	44.4	44.2	2.34	2.32	2.19	102.56	103.25	96.79
Petroleum and coal products	42.9	43.4	41.5	3.16	3.17	2.91	135.58	137.50	120.83
Chemical and chemical products	40.9	40.9	41.0	2.45	2.44	2.32	100.13	99.92	95.22
Miscellaneous manufacturing industries	41.2	40.4	41.3	1.81	1.80	1.69	74.55	72.52	69.84
CONSTRUCTION	44.3	44.3	43.4	2.77	2.74	2.51	122.80	121.55	109.05
Building	41.4	41.4	40.6	2.83	2.82	2.60	117.12	116.91	105.51
General contractors	41.4	41.5	40.6	2.68	2.69	2.49	110.91	111.69	101.23
Special trade contractors	41.4	41.3	40.6	2.97	2.96	2.71	123.02	122.28	109.97
Engineering	49.0	49.3	48.5	2.70	2.63	2.38	132.14	129.51	115.47
Highways, bridges and streets	50.1	51.2	49.9	2.27	2.23	2.06	113.61	114.30	102.83
Other engineering	47.9	47.4	46.8	3.11	3.03	2.79	149.11	143.74	130.33
OTHER INDUSTRIES:									
Urban transit	43.5	43.1	42.6	2.72	2.72	2.53	118.46	117.35	107.80
Highway and bridge maintenance	40.6	41.5	40.9	2.00	1.96	1.85	81.07	81.22	75.92
Laundries, cleaners and pressers	38.7	38.6	38.9	1.30	1.30	1.23	50.35	50.23	48.03
Hotels, restaurants and taverns	35.7	36.0	36.8	1.30	1.29	1.21	46.33	46.50	44.45

Latest figures subject to revision. SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average·					
1961	40.6	1.83	74.45	100.0	100.0
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.89	116.7	108.0
Last Period in:					
1965—August	41.1	2.09	86.10	115.6	107.4
September	41.4	2.13	88.08	118.3	109.7
October	41.6	2.15	89.53	120.3	110.8
November	41.5	2.16	89.81	120.6	110.7
December	39.7	2.18	86.40	116.1	106.3
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July*	40.6	2.23	90.46	121.5	108.3
August†	41.1	2.24	91.96	123.5	110.0

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7 (Formerly C-4)—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	August 1966	July 1966	August 1965	August 1966	July 1966	August 1965
				$	$	$
Newfoundland	42.5	40.0	43.7	1.82	1.77	1.72
Nova Scotia	40.7	40.8	40.5	1.83	1.82	1.76
New Brunswick	41.8	42.4	40.5	1.78	1.82	1.68
Quebec	42.4	41.5	42.4	2.03	2.01	1.88
Ontario	40.9	40.5	41.1	2.35	2.34	2.22
Manitoba	40.2	40.5	40.5	1.94	1.94	1.85
Saskatchewan	40.1	41.0	40.1	2.27	2.28	2.12
Alberta (includes Northwest Territories)	39.9	40.6	40.3	2.24	2.25	2.14
British Columbia (includes Yukon Territory)	37.5	37.7	37.0	2.79	2.78	2.62

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

Statistics presented in the following tables relate to registrations for employment and vacancies received from employers at Canada Manpower Centres (formerly NES offices). These data are derived from reports prepared in the Department of Manpower and Immigration, and processed in the Unemployment Insurance, Pensions and Manpower Section, DBS. Data are not comparable with previously published reports. See also Technical Note, page 242.

TABLE D-1—Vacancies and Registrations on File

Period	Vacancies†			Registrations on File		
	Total	Male	Female	Total	Male	Female
End of						
February 1962	25,381	12,308	13,073	747,547	585,555	161,992
1963	27,342	13,412	13,930	755,071	591,207	163,864
1964	35,477	18,323	17,154	662,503	508,125	154,378
1965	39,531	23,167	16,364	606,981	453,555	153,426
February 1966	44,891	26,192	18,699	563,806	414,592	149,214
March 1966	53,816	31,242	22,574	548,597	404,530	144,067
April 1966	65,542	39,156	26,386	494,926	356,280	138,646
May 1966	69,652	41,745	27,907	387,914	261,325	126,589
June 1966	66,978	40,805	26,173	380,763	233,965	146,798
July 1966	66,695	42,520	24,175	362,162	221,599	140,563
August 1966	73,902	43,369	30,533	305,930	187,687	118,243
September 1966	75,172	46,379	28,793	294,682	173,431	121,251
October 1966	63,682	39,057	24,625	300,013	179,051	120,962
November 1966	62,174	36,415	25,759	333,183	213,383	119,800
December 1966	44,397	25,650	18,747	364,334	255,218	109,116
January 1967*	43,901	25,482	18,419	453,999	320,187	133,812

*Latest figures subject to revision. †Current vacancies only. Deferred vacancies are excluded.

SOURCE: *Manpower Division, Department of Manpower and Immigration.*

TABLE D-2—Registrations and Vacancies Received, by Year 1963 to 1966 and by Month January 1966 to January 1967

Year and Month	Registrations Received		Vacancies Received	
	Male	Female	Male	Female
1963—Year	2,912,511	1,130,539	938,052	507,910
1964—Year	2,894,099	1,170,889	1,030,199	530,575
1965—Year	2,741,172	1,165,713	1,088,752	545,951
1966—Year	2,581,377	1,163,658	1,011,217	532,991
1966—January	287,740	98,603	72,912	34,959
1966—February	202,400	80,555	63,000	33,825
March	217,568	86,042	82,965	43,859
April	188,255	80,682	84,319	39,441
May	199,618	93,554	97,520	46,202
June	222,671	116,136	95,402	50,498
July	216,035	108,399	85,147	48,433
August	208,409	101,591	102,760	58,267
September	191,387	102,118	105,486	50,829
October	182,976	92,018	82,021	38,984
November	231,871	109,697	79,401	44,348
December	232,447†	94,263†	60,284	43,346
1967—January*	274,049	116,723	61,077	35,515

*Preliminary. †Revised. SOURCE: *Manpower Division, Department of Manpower and Immigration.*

TABLE D-3* (Formerly D-4)—Registrations on File, by Occupation and by Sex, at January 31, 1967 (Preliminary)

Occupational Group	Registrations on File		
	Total	*Male*	*Female*
Professional and managerial workers	12,740	10,069	2,671
Clerical workers	64,458	18,701	45,757
Sales workers	22,449	7,775	14,674
Personal and domestic service workers	57,579	30,724	26,855
Seamen	2,105	2,088	17
Agriculture, fishing, forestry (ex. log.)	6,806	6,360	446
SKILLED AND SEMI-SKILLED WORKERS	151,929	135,095	16,834
Food and kindred products (incl. tobacco)	1,570	1,138	432
Textiles, clothing, etc.	12,083	1,843	10,240
Lumber and lumber products	9,402	9,268	134
Pulp, paper (incl. printing)	1,136	830	306
Leather and leather products	1,421	664	757
Stone, clay and glass products	494	459	35
Metalworking	12,830	11,824	1,006
Electrical	2,547	1,468	1,079
Transportation equipment	914	704	210
Mining	1,109	1,109	—
Construction	44,386	44,378	8
Transportation (except seamen)	25,341	25,236	105
Communications and public utility	615	614	1
Trade and service	5,900	4,408	1,492
Other skilled and semi-skilled	21,217	20,464	753
Foremen	3,113	2,852	261
Apprentices	7,851	7,836	15
UNSKILLED WORKERS	135,933	109,375	26,558
Food and tobacco	8,189	3,029	5,160
Lumber and lumber products	9,940	9,517	423
Metalworking	5,861	5,112	749
Construction	55,556	55,555	1
Other unskilled workers	56,387	36,162	20,225
GRAND TOTAL	453,999	320,187	133,812

*The former Table D-3 has been discontinued because a review has shown that placement statistics do not necessarily reflect changes in total labour demand or employment.

SOURCE: Manpower Division, Department of Manpower and Immigration.

TABLE D-4 (Formerly D-5)—Registrations on File, by Areas, at January 31, 1967 (Preliminary)

Area	Registrations on File	
	* *Jan. 31, 1967*	*Previous Year Jan. 31, 1966*
NEWFOUNDLAND	11,866	25,096
Corner Brook	3,327	5,165
Grand Falls	1,041	2,614
St. John's	7,498	17,317
PRINCE EDWARD ISLAND	3,337	4,920
Charlottetown	1,963	3,255
Summerside	1,374	1,665
NOVA SCOTIA	20,939	27,610
Amherst	603	1,091
Bridgewater	1,314	1,680
Halifax	5,136	5,523
Inverness	489	972
Kentville	2,252	2,584
Liverpool	504	583
New Glasgow	1,777	3,019
Springhill	598	829
Sydney	3,079	4,501
Sydney Mines	722	1,640
Truro	1,722	2,021
Yarmouth	2,743	3,167
NEW BRUNSWICK	19,251	29,980
Bathurst	4,244	5,710
Campbellton	1,664	2,529
Edmundston	1,015	2,202
Fredericton	1,376	1,769
Minto	157	294
Moncton	4,857	8,198
Newcastle	1,869	3,324
Saint John	2,585	2,660
St. Stephen	463	1,641
Sussex	272	491
Woodstock	749	1,162
QUEBEC	153,194	173,609
Alma	1,532	1,617
Asbestos	851	804
Baie Comeau	1,470	1,537
Beauharnois	997	980
Buckingham	736	1,016
Causapscal	1,755	1,742
Chandler	1,488	2,605
Chicoutimi	1,897	2,239
Cowansville	464	520
Dolbeau	706	1,446

TABLE D-4 (Formerly D-5)—Registrations on File, by Areas, at January 31, 1967 (Preliminary) (Concluded)

Area	Registrations on File	
	* Jan. 31, 1967	Previous Year Jan. 31, 1966
Drummondville	2,820	2,792
Farnham	511	481
Forestville	1,067	1,227
Gaspé	1,284	1,976
Granby	2,034	2,191
Hull	3,324	4,699
Joliette	2,440	4,809
Jonquière	1,880	2,364
Lachute	759	748
Lac-Megantic	1,075	1,105
La Malbaie	1,909	2,339
La Tuque	505	735
Lévis	4,285	3,865
Louiseville	735	1,165
Magog	768	818
Maniwaki	792	860
Matane	2,112	2,603
Mont-Laurier	663	745
Montmagny	1,434	1,851
Montréal	49,120	52,146
New Richmond	2,016	1,875
Pointe Claire	1,197	1,196
Port Alfred	702	1,045
Québec	12,703	15,622
Rimouski	2,554	3,312
Rivière-du-Loup	3,351	4,815
Roberval	1,383	1,628
Rouyn	2,070	1,718
Ste. Agathe des Monts	857	1,016
Ste. Thérèse	2,288	2,316
St. Hyacinthe	2,256	2,097
St. Jean	2,392	2,140
St. Jérôme	2,689	1,905
Sept-Îles	1,487	1,909
Shawinigan	3,073	3,779
Sherbrooke	5,391	6,051
Sorel	1,960	2,211
Thetford Mines	1,873	1,795
Trois-Rivières	3,804	5,090
Val-d'Or	1,487	1,523
Valleyfield	2,580	1,917
Victoriaville	1,872	2,206
Ville St. Georges	1,796	2,418
ONTARIO	147,564	154,123
Arnprior	346	296
Barrie	1,433	1,489
Belleville	1,758	1,962
Bracebridge	1,015	1,140
Brampton	1,403	1,226
Brantford	2,194	2,382
Brockville	495	615
Carleton Place	385	399
Chatham	2,003	1,887
Cobourg	877	705
Collingwood	742	1,023
Cornwall	2,546	2,686
Elliot Lake	275	296
Fort Erie	423	721
Fort Frances	505	728
Fort William	1,568	2,049
Galt	1,135	899
Gananoque	405	347
Goderich	512	440
Guelph	1,292	1,356
Hamilton	10,975	11,535
Hawkesbury	634	1,026
Kapuskasing	414	595
Kenora	728	1,065
Kingston	2,573	2,163
Kirkland Lake	738	830
Kitchener	1,501	1,931
Leamington	538	832
Lindsay	313	663
Listowel	225	237
London	4,987	4,863
Long Branch	3,367	3,152
Midland	1,064	1,316
Napanee	647	754
New Liskeard	498	396
Newmarket	1,363	1,266
Niagara Falls	2,762	2,583
North Bay	1,342	1,688
Oakville	969	1,485
Orillia	1,018	1,007
Oshawa	5,408	3,986
Ottawa	6,282	6,553
Owen Sound	1,543	1,521
Parry Sound	336	502
Pembroke	1,239	1,526
Perth	615	622
Peterborough	2,127	2,726
Picton	484	557
Port Arthur	2,049	2,689
Port Colborne	270	692
Prescott	539	773
Renfrew	532	447
St. Catharines	3,879	3,723
St. Thomas	629	763
Sarnia	2,198	2,122
Sault Ste. Marie	2,831	2,473
Simcoe	905	962
Smiths Falls	416	539
Stratford	585	460
Sturgeon Falls	353	690
Sudbury	2,555	3,070
Tillsonburg	389	415
Timmins	2,012	1,506
Toronto	36,272	39,728
Trenton	880	918
Walkerton	516	609
Wallaceburg	621	699
Welland	1,542	1,708
Weston	4,499	3,405
Windsor	6,494	5,157
Woodstock	596	549
MANITOBA	14,956	22,886
Brandon	909	2,154
Dauphin	842	1,414
Flin Flon	208	212
Portage la Prairie	649	1,098
The Pas	245	391
Winnipeg	12,103	17,617
SASKATCHEWAN	13,941	18,841
Estevan	346	293
Lloydminster	292	469
Moose Jaw	844	1,391
North Battleford	1,204	1,259
Prince Albert	881	2,320
Regina	4,325	4,918
Saskatoon	3,872	4,554
Swift Current	770	1,012
Weyburn	334	368
Yorkton	1,073	2,257
ALBERTA	22,542	27,142
Blairmore	146	303
Calgary	7,028	8,622
Drumheller	349	470
Edmonton	10,608	11,428
Edson	289	285
Grande Prairie	758	757
Lethbridge	1,594	2,693
Medicine Hat	787	1,269
Red Deer	983	1,315
BRITISH COLUMBIA	46,409	67,196
Abbotsford	644	1,593
Chilliwack	730	2,438
Courtenay	866	1,596
Cranbrook	913	1,057
Dawson Creek	999	1,033
Duncan	481	943
Kamloops	1,293	2,269
Kelowna	1,408	1,824
Nanaimo	858	1,385
Nelson	490	944
New Westminster	6,609	8,987
Penticton	957	2,165
Port Alberni	432	931
Prince George	1,910	2,125
Prince Rupert	1,127	1,772
Quesnel	856	875
Trail	659	849
Vancouver	20,155	27,114
Vernon	1,558	2,039
Victoria	3,212	4,837
Whitehorse	252	420
CANADA	453,999	551,403
Males	320,187	404,298
Females	133,812	147,105

*Preliminary. SOURCE: Manpower Division, Department of Manpower and Immigration.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*. For further information regarding the nature of the data see Technical Note, page 219, March issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1966—October	4,582,000	4,397,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000
February	4,506,000	3,975,500	530,500
January	4,482,000	3,970,200	511,800
1965—December	4,444,000	4,026,000	418,000
November	4,365,000	4,120,400	244,600
October	4,286,000	4,115,600	170,400

TABLE E-4—Benefit Payments, by Province, November 1966

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	21,187	536,894
Prince Edward Island	2,446	54,427
Nova Scotia	28,823	663,840
New Brunswick	28,793	667,526
Quebec	186,143	4,467,356
Ontario	181,280	4,413,208
Manitoba	18,371	420,997
Saskatchewan	11,577	270,048
Alberta	25,083	558,192
British Columbia and Yukon Territory	86,788	2,234,412
Total, Canada, November 1966	590,491	14,286,900
Total, Canada, October 1966	517,852	12,336,003
Total, Canada, November 1965	530,607	12,614,802

*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, November 1966

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposed of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	7,676	6,384	1,292	4,834	3,837	997	3,929
Prince Edward Island	1,300	1,101	199	602	472	130	773
Nova Scotia	6,839	5,010	1,829	5,183	3,822	1,361	2,969
New Brunswick	7,916	6,151	1,765	5,637	4,274	1,363	3,653
Quebec	48,115	34,214	13,901	38,532	28,068	10,464	20,416
Ontario	39,435	29,577	9,858	32,414	22,685	9,729	16,129
Manitoba	6,118	4,607	1,511	4,231	3,105	1,126	2,550
Saskatchewan	4,882	3,760	1,121	2,857	1,998	859	2,473
Alberta	8,449	6,260	2,189	5,275	3,853	1,422	4,310
British Columbia	21,936	15,543	6,393	18,653	12,837	5,816	9,504
Total, Canada, November 1966	152,666	112,607	40,059	118,218	84,951	33,267	66,706
Total, Canada, October 1966	86,164	60,133	26,031	77,335	51,121	26,214	32,258
Total, Canada, November 1965	151,540	110,792	40,748	116,672	82,700	33,972	65,257

†In addition, revised claims received numbered 29,040.
*In addition 27,240 revised claims were disposed of. Of these 2,777 were special requests not granted and 1,242 were appeals by claimants. There were 7,236 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at November 30, 1966

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	October 31, 1966	November 30, 1965
CANADA	266,287	158,999	55,627	32,524	19,137	184,302	244,617
Male	173,343	115,066	32,188	15,962	10,127	107,716	160,353
Female	92,944	43,933	23,439	16,562	9,010	76,586	84,264
Newfoundland	12,107	7,887	2,190	1,458	572	6,645	9,757
Male	10,232	7,042	1,788	1,047	355	5,200	8,300
Female	1,875	845	402	411	217	1,445	1,457
Prince Edward Island	1,765	1,310	281	135	39	695	2,004
Male	1,248	977	179	87	5	407	1,386
Female	517	333	102	48	34	288	618
Nova Scotia	13,286	6,954	3,163	1,631	1,538	9,427	12,698
Male	9,962	5,584	2,269	1,057	1,052	6,598	9,460
Female	3,324	1,370	894	574	486	2,829	3,238
New Brunswick	14,442	8,464	3,293	1,766	919	9,339	12,458
Male	10,054	6,290	2,038	1,117	609	6,334	8,635
Female	4,388	2,174	1,255	649	310	3,005	3,823
Quebec	83,838	50,812	17,683	9,781	5,562	58,506	82,095
Male	55,699	37,573	10,837	4,354	2,935	35,228	56,605
Female	28,139	13,239	6,846	5,427	2,627	23,278	25,490
Ontario	74,595	41,064	15,550	11,386	6,595	56,201	68,630
Male	40,506	24,832	7,197	5,275	3,202	28,054	37,960
Female	34,089	16,232	8,353	6,111	3,393	28,147	30,670
Manitoba	8,995	6,267	1,255	784	689	5,094	8,530
Male	5,988	4,659	616	369	344	2,481	5,730
Female	3,007	1,608	639	415	345	2,613	2,800
Saskatchewan	6,768	4,797	900	669	402	3,244	6,686
Male	4,687	3,878	412	193	204	1,436	4,377
Female	2,081	919	488	476	198	1,808	2,309
Alberta	11,930	8,192	1,967	1,067	704	6,970	12,132
Male	7,960	6,395	788	413	364	3,274	7,941
Female	3,970	1,797	1,179	654	340	3,696	4,191
British Columbia	38,561	23,252	9,345	3,847	2,117	28,181	29,627
Male	27,007	17,836	6,064	2,050	1,057	18,704	19,959
Female	11,554	5,416	3,281	1,797	1,060	9,477	9,668

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 are subject to relatively large sampling variability.

Technical Note to "D" Tables

Continued from page 242

The following comments pertain specifically to Tables D-1 to D-4:

Table D-1

(a) Unfilled Vacancies represents an inventory of employers' vacancies unfilled at the close of business on the day indicated. Deferred vacancies — those on which employers are not prepared to accept referrals within 31 days—are excluded from this series. Canada Manpower Centres act on vacancies as soon as possible after they are received, so that unfilled vacancies represent only a proportion of the vacancies listed by the Centres and consist of three main groups: (1) those reported to the office shortly before the inventory is taken; (2) those on which applicants have been referred but on which employers have not yet confirmed placements: (3) those that are difficult to fill because of a local (or wider) occupational shortage, or because of particular working conditions.

Unfilled Vacancies is, consequently, a biased sample of vacancies notified.

(b) Registration on File represents an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but who are seeking other work, or those who have registered for employment in advance of their availability.

Table D-2

(a) Registrations Received consists of both new and renewal applications for employment received during the period. An individual may register more than once in a period, so the figures do not therefore reflect the total number of persons registering in a reporting period.

(b) Vacancies Notified is the total of job openings reported to Canada Manpower Centres during the period indicated.

Table D-3 (formerly D-4)

This table shows a breakdown by sex and broad occupational groups of the inventory of registration on file (see item (b) in note to D-1 above). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

Table D-4 (formerly D-5)

This table presents registrations on file at Canada Manpower Centres. The figures do not relate exclusively to the municipalities concerned, but reflect the total registrations on hand from the areas served by the Canada Manpower Centres shown in the Table.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949=100)				
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—January	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of January 1967

	All-Items									
	January 1966	*December 1966*	*January 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949=100)					
St. John's, Nfld.*	124.1	127.2	127.0	126.7	120.0	117.8	122.4	169.4	149.2	117.9
Halifax	135.5	139.2	139.0	136.7	138.1	137.0	141.9	180.3	178.4	128.1
Saint John	137.8	141.8	143.0	141.3	137.6	139.2	152.0	211.0	168.1	129.2
Montreal	140.1	143.9	144.1	150.6	139.8	119.8	171.4	192.5	163.1	129.6
Ottawa	140.6	144.7	145.2	146.6	141.0	134.2	167.4	191.7	156.1	134.5
Toronto	143.1	148.3	148.2	143.8	149.1	137.2	152.7	183.4	201.4	131.5
Winnipeg	137.3	140.5	140.7	143.7	132.3	134.8	142.3	196.2	152.4	140.2
Saskatoon-Regina	133.3	137.3	137.3	142.1	131.0	141.2	139.1	160.1	153.9	126.8
Edmonton-Calgary	131.9	136.5	136.6	136.0	131.6	137.5	138.0	189.4	152.8	123.6
Vancouver	136.6	139.9	140.9	141.3	139.7	131.5	152.8	166.1	158.6	125.3

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 109, February issue.

TABLE G-1—Strikes and Lockouts, 1962-1967

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Strikes and Lockouts in Existence During Month or Year: Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per Cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—January	32	66	15,878	139,450	0.12
February	33	76	18,403	237,920	0.21
March	54	90	30,079	354,250	0.27
April	64	108	50,838	441,130	0.38
May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19

*Preliminary.

TABLE G-2—Strikes and Lockouts, January 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	4	492	8,190
Manufacturing	28	5,751	54,560
Construction	15	1,750	4,630
Transportation and utilities	7	1,225	22,500
Trade	1	4	80
Finance	—	—	—
Service	6	13,386	135,080
Public administration	2	4,750	10,000
ALL INDUSTRIES	63	27,358	235,040

TABLE G-3—Strikes and Lockouts, January 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	130	560
Prince Edward Island	—	—	—
Nova Scotia	4	920	2,230
New Brunswick	1	151	3,830
Quebec	18	21,026	187,620
Ontario	33	4,642	35,960
Manitoba	—	—	—
Saskatchewan	—	—	—
Alberta	—	—	—
British Columbia	3	250	650
Federal	3	239	4,190
ALL JURISDICTIONS	63	27,358	235,040

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *January*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
MINES						
Metal						
Solbec Copper Mines Ltd., Stratford Centre, Cté Wolfe, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	160	3,360	15,870	Sept. 9 —	Wages—
Nigadoo River Mines Ltd., Ste. Rosette, N.B.	Mine, Mill and Smelter Workers Loc. 1043 (Ind.)	151	3,830	12,200	Oct. 22 —	Wages in first agreement—
Non-Metal						
Canadian Rock Salt Co., Pugwash, N.S.	CLC—directly chartered	165	660	660	Jan. 24 Jan. 27	Dismissal of one underground employee—Return of workers.
MANUFACTURING						
Food and Beverages						
Co-Opérative Dorchester, St-Anselme, Cté Dorchester, Que.	Chemical Workers Loc. 742 (AFL-CIO/CLC)	136	1,090	1,090	Jan. 19 —	Job security—
Choice Cut-Up Chicken, Aurora, Ont.	Packinghouse Workers Loc. 1162 (AFL-CIO/CLC)	114	550	550	Jan. 25 —	Hours—
Rubber						
Firestone Tire & Rubber Co. of Canada Ltd., Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	137	780	780	Jan. 13 Jan. 23	Suspension of 23 workers over piece work rate—Return of workers.
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	150	3,380	9,200	Nov. 21 —	Wages, union security, bonding of employees—
Wood						
Armstrong Cork Canada Ltd., Montreal, Que.	Chemical Workers' Federation (CNTU)	251	3,510	28,120	Sept. 13 Jan. 25	Wages in a first agreement—10c an hr. increase immediately, 10c an hr. July 25, 1967, 10c July, 1968; one additional holiday, other improved benefits.
Price (Shipshaw) Sawmill Ltd., St-David-de-Falardeau, Que.	Unorganized	125	880	880	Jan. 23 —	Union recognition—
Paper						
Kruger Pulp and Paper, Bromptonville, Que.	Pulp and Paper Workers' Federation (CNTU)	200	200	200	Jan. 2 Jan. 3	Misunderstanding in the interpretation of working hours during New Year holiday—Return of workers.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	372	7,810	283,940	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Dosco Steel Ltd., Montreal, Que.	Steelworkers Loc. 2423 (AFL-CIO/CLC)	1,139	14,810	82,440	Oct. 21 Jan. 23	Wages, change in working schedules—Wage increases ranging from 52½c to 75c depending on classification, spread over 3-yr. contract.
The Algoma Steel Corp., Sault Ste. Marie, Ont.	Bricklayers Loc. 29 (AFL-CIO/CLC)	625	5,630	11,170	Dec. 17 Jan. 15	Wages, double time for Saturday and Sunday work—19.9c an hr. increase eff. Aug. 1, 1966, 14c an hr., retroactive Sept. 1, 1966, 5.1c Jan. 1, 1967, 18c Aug. 1, 1967, 15c Aug. 1, 1968. Bricklayers doing plastics work 15.5c an hr. increase Aug. 1, 1967, 14c an hr. Aug. 1, 1968; other improvements.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1967 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			January	*Accumulated*		
Metal Fabricating						
Richards-Wilcox Co. Ltd., London, Ont.	Machinists Loc. 756 (AFL-CIO/CLC)	407	410	13,030	Nov. 18 Jan. 4	Wages—Wage increases ranging 16c to 29c an hr. 1st.-yr., 10c to 14c an hr. 2nd.-yr.; boxing day paid as statutory holiday in 1967, other benefit.
American Standard Products Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	120	2,280	2,280	Jan. 5 —	Wages—
Dayton Steel Foundry of Canada Ltd. & Canada Electric Castings Ltd., Guelph, Ont.	Steelworkers Loc. 4656 (AFL-CIO/CLC)	137	410	410	Jan. 9 Jan. 13	Welfare plan, holiday pay—Return of workers when terms of new contract reached.
Trane Company Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	450	900	900	Jan. 23 Jan. 25	Wages, benefits, vacation, pension —Return of workers.
Donald Rope & Wire Cloth Ltd., Hamilton, Ont.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	231	230	230	Jan. 31 —	Alleged unjust lay-off of one worker—
Transportation Equipment						
McKinnon Industries Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	125	130	130	Jan. 10 Jan. 11	Disciplinary suspension of two workers—Return of workers.
Champion Spark Plug Company of Canada, Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	240	240	240	Jan. 23 Jan. 24	Seniority—Return of workers.
Electrical Products						
The Canadian Coleman Co. Ltd., Toronto, Ont.	CLC—directly chartered	215	4,680	17,520	Oct. 18 —	Wages in new agreement—
Chemical Products						
T.C.F. of Canada, Ltd., Cornwall, Ont.	Textile Workers' Union Loc. 1332 (AFL-CIO/CLC)	263	790	790	Jan. 27 —	Wages—
CONSTRUCTION						
McDougall, Walbridge Aldinger (Ont.) Ltd., Talbotville, Ont.	Plumbers Loc. 593 (AFL-CIO/CLC)	150	450	450	Jan. 3 Jan. 7	Job jurisdiction—Union persuaded men to return to work.
Catalytic Construction of Canada Ltd., Sarnia, Ont.	Bricklayers Loc. 23 (AFL-CIO/CLC)	235	240	240	Jan. 10 Jan. 11	Dispute regarding overtime work —Return of workers.
Brown and Root Ltd., Donkin Highway, Glace Bay, N.S.	Structural Iron Workers (AFL-CIO/CLC)	669	1,340	1,340	Jan. 10 Jan. 12	Dismissal of the General Foreman and a Sub-Foreman—Employer agreed to rehire the two foremen.
Ralph M. Parsons Construction Company of Canada Ltd., Sarnia, Ont.	Plumbers Loc. 663 (AFL-CIO/CLC)	200	800	800	Jan. 10 Jan. 16	Dismissal of ten workers—Return of workers, when ten rehired.
Several construction contractors, Powell River, B.C.	Various unions	230	230	230	Jan. 25 Jan. 26	Living allowances, minor grievances—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *January*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
TRANSPN. & UTILITIES						
Transportation						
Taggart Services Ltd.,* Various locations, Ontario and Quebec	Teamsters Various Locals (Ind.)	182	3,820	22,870	Aug. 3 —	Signing of agreement—
Power, Gas and Water						
Quebec Natural Gas Corp., Montreal and area, Que.	Public Service Employees Federation (CNTU)	800	16,800	39,650	Nov. 21 —	Wages—
SERVICE						
Education						
Commission Scolaire Régionale de l'Yamaska, Yamaska and area, Que.	Association des Educateurs catholiques de St-Hyacinthe	474	7,580	22,270	Nov. 24 Jan. 25	Wages, hours, working conditions —Return of teachers when court injunction issued.
Montreal Catholic School Commission, Montreal and area, Que.	Alliance des professeurs catholiques de Montréal & Federation of English-Speaking Catholic Teachers Inc.	9,515	121,120	121,120	Jan. 13 —	Wages, working conditions, professional status—
Commission Scolaire Régionale des Vieilles-Forges, Trois-Rivières, Que.	Association Professionnelle des Enseignants des Vieilles Forges	1,239	3,720	3,720	Jan. 27 —	Wages, working conditions, professional status—
Health and Welfare						
Central Newfoundland Hospital, Grand Falls, Nfld.	Public Employees Loc. 990 (CLC)	130	560	560	Jan. 24 Jan. 30 Jan. 30	Wages in a first agreement— Return of workers.
Quebec Hospital Interns, Montreal and area, Que.	Quebec Association of Resident Doctors and Interns	2,000	2,000	2,000	Jan. 31 —	Wages—
PUBLIC ADMINISTRATION						
Provincial Administration						
Quebec Revenue Department, Montreal, Que.	Quebec Government Employees (CNTU)	250	1,000	1,000	Jan. 26 —	Alleged failure to honour contract—
Local Administration						
City of Montreal, Montreal, Que.	Public Service Employees Federation (CNTU)	4,500	9,000	9,000	Jan. 30 —	Wages—

*Federal Jurisdiction.

H—Employment Fatalities

TABLE H-1—Employment Fatalities in Canada During Fourth Quarter of 1966

			(1)	(2)			(3)		(4)	(5)	(6)		
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*	*Per Cent of Total*
By Industry and Age Group*													
14-19	1	—	—	—	—	3	—	—	—	—	—	4	1.9
20-24	4	3	—	7	3	6	2	—	—	1	—	26	12.0
25-44	2	10	2	4	23	32	32	5	—	4	—	114	52.5
45-64	1	4	1	5	16	11	16	4	—	2	1	61	28.1
65 and over	—	—	1	3	1	2	1	1	1	2	—	12	5.5
By Industry and Occupation†													
Farmers (a)	8	—	—	—	—	—	—	—	—	—	—	8	3.7
Loggers (b)	—	14	—	—	—	—	—	—	—	—	—	14	6.5
Fishermen (c)	—	—	4	—	—	—	—	—	—	—	—	4	1.8
Miners (d)	—	—	—	14	—	—	—	—	—	—	—	14	6.5
Craftsmen (e)	—	2	—	1	33	38	15	2	—	1	—	92	42.4
Labourers (f)	—	—	—	—	2	11	5	1	—	—	—	19	8.8
Transport (g)	—	1	—	—	3	3	29	1	—	—	—	37	17.0
Managerial	—	—	—	—	2	2	2	2	—	1	—	9	4.1
Professional (h)	—	—	—	3	1	—	—	—	—	1	—	5	2.3
Clerical	—	—	—	—	1	—	—	—	—	2	—	3	1.4
Sales	—	—	—	—	—	—	—	3	—	—	—	3	1.4
Service (i)	—	—	—	1	1	—	—	1	1	4	1	9	4.1
By Industry and Type of Accident‡													
Struck by objects (j)	1	8	—	10	10	8	10	1	—	1	—	49	22.9
Falls and slips (k)	1	5	3	1	5	18	10	1	1	2	—	47	21.6
Collisions, derailments (l)	—	1	—	2	1	9	22	3	—	3	1	42	19.4
Caught in, on, between (m)	6	1	—	1	5	10	3	—	—	1	—	27	12.4
Inhalations (n)	—	—	—	5	2	1	—	—	—	—	—	8	3.7
Conflagrations (o)	—	2	—	—	16	1	3	1	—	—	—	23	10.6
Electric current (p)	—	—	—	—	2	2	2	—	—	—	—	6	2.8
Over-exertion (q)	—	—	—	—	1	3	1	3	—	2	—	10	4.6
Striking against (r)	—	—	—	—	1	—	—	—	—	—	—	1	0.5
Miscellaneous (s)	—	—	1	—	—	2	—	1	—	—	—	4	1.8
TOTALS**	8	17	4	19	43	54	51	10	1	9	1	217	100.0
Per Cent of Totals	3.7	7.8	1.8	8.8	19.8	24.9	23.5	4.6	0.5	4.1	0.5	100.0	

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 153 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 64 were obtained from other sources.

TABLE H-2—Employment Fatalities in Proportion to Employment in Canada During the Fourth Quarter of 1966

	Fatalities						*Employment*					
	Number			*Per Cent of Grand Total*			*Number of Workers 000's†*			*Per Cent of Grand Total*		
	Men	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*
By Sex and Age Group												
14-19	4	—	4	1.9	—	1.9	352	306	658	4.9	4.2	9.1
20-24	26	—	26	12.0	—	12.0	590	397	987	8.2	5.5	13.7
25-44	113	1	114	52.0	0.5	52.5	2,312	855	3,167	32.2	11.9	44.1
45-64	60	1	61	27.6	0.5	28.1	1,577	596	2,173	21.9	8.3	30.2
65 and over	11	1	12	5.0	0.5	5.5	163	42	205	2.3	0.6	2.9
*By Sex and Occupation**												
Farmers	7	1	8	3.2	0.5	3.7	440	46	486	6.1	0.7	6.8
Loggers	14	—	14	6.5	—	6.5	64	—	64	0.9	—	0.9
Fishermen	4	—	4	1.8	—	1.8	22	—	22	0.3	—	0.3
Miners	14	—	14	6.5	—	6.5	65	—	65	0.9	—	0.9
Craftsmen	92	—	92	42.4	—	42.4	1,643	282	1,925	22.9	3.9	26.8
Labourers	19	—	19	8.8	—	8.8	305	20	325	4.2	0.3	4.5
Transport	37	—	37	17.0	—	17.0	382	42	424	5.3	0.6	5.9
Managerial	8	1	9	3.6	0.5	4.1	587	84	671	8.2	1.1	9.3
Professional	5	—	5	2.3	—	2.3	528	386	914	7.3	5.4	12.7
Clerical	3	—	3	1.4	—	1.4	342	673	1,015	4.8	9.3	14.1
Sales	3	—	3	1.4	—	1.4	299	192	491	4.2	2.6	6.8
Service	8	1	9	3.6	0.5	4.1	317	471	788	4.4	6.6	11.0
*By Sex and Industry**												
Agriculture	7	1	8	3.2	0.5	3.7	433	49	482	6.0	0.7	6.7
Forestry	17	—	17	7.8	—	7.8	87	1	88	1.2	0.0	1.2
Fishing	4	—	4	1.8	—	1.8	22	—	22	0.3	—	0.3
Mining	19	—	19	8.8	—	8.8	118	5	123	1.6	0.1	1.7
Manufacturing	43	—	43	19.8	—	19.8	1,369	407	1,776	19.1	5.6	24.7
Construction	54	—	54	24.8	—	24.8	481	17	498	6.7	0.3	7.0
Transportation	51	—	51	23.5	—	23.5	551	95	646	7.7	1.3	9.0
Trade	9	1	10	4.1	0.5	4.6	798	415	1,213	11.1	5.8	16.9
Finance	1	—	1	0.5	—	0.5	159	144	303	2.2	2.0	4.2
Service	8	1	9	3.7	0.5	4.2	654	968	1,622	9.1	13.4	22.5
Public Adm	1	—	1	0.5	—	0.5	322	95	417	4.5	1.3	5.8
TOTALS*	214	3	217	98.5	1.5	100.0	4,994	2,196	7,190	69.5	30.5	100.0
GRAND TOTALS			217			100.0			7,190			100.0

*See Table H-1.

†DBS, Special Survey Division, special tables week ending November 12, 1966.

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Canada Department of Labour/May 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

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Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

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Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Cover Photograph

Early morning shoppers in Bonsecours Market, Montreal. Food prices were investigated by a Senate-Commons committee in late 1966. Its findings and recommendations are reviewed on page 290.

—NFB Photo

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Food Prices and the Cost of Living

Public concern over food prices in Canada during 1966 prompted investigation by a special committee of the Senate and the House of Commons, formed originally to examine consumer credit

Canadian housewives, who began last year to question the high cost of eating, started a protest that eventually became the concern of a special joint committee of the Senate and House of Commons on consumer credit.

During the first two weeks of September 1966, the Senate and the House of Commons agreed to expand the terms of reference of a Joint Committee that had been appointed earlier to examine consumer credit. The Committee's added responsibility was "to enquire into and report upon the trends and factors that may have contributed to changes in the cost of living in Canada in recent months."

Owing to public concern over food prices, the Committee decided first to investigate the reasons for the upward trend. They met on 42 occasions between September 28 and December 13, 1966 and heard testimony from a representative cross-section of individuals and organizations.

The Committee was chaired jointly by Senator David A. Croll and Member of Parliament Ron Basford. An interim report, *Consumer Credit (Prices)* was released in January.

Many Factors

The Committee's first general observation in the interim report tabled in both Houses of Parliament on December 20, 1966 was that the factors influencing the cost of living in Canada are many and varied. Some changes could be explained by the increased price of imports. But there was also evidence that consumer prices moved in response to changed market conditions in other sectors of the economy or in markets outside Canada.

Although these conditions affected the slice of the national income that was going to labour, farmers, business and others, the rise in the cost of living in Canada could not be blamed on unusual or unwarranted increases in the respective shares. Nor could any group or sector of the economy be singled out and blamed for the recent increase in consumer prices. The Committee's general conclusions were that there have been many factors contributing to the change in the cost of living, particularly in the price of food.

The Committee experienced some difficulty in obtaining satisfactory statistics on the prices of a number of important commodities—particularly meat—at the firm, wholesale and retail levels. Members believed that this was partly owing to the division of responsibility between the Department of Agriculture and the Dominion Bureau of Statistics.

Co-ordination Needed

Subsequently the Committee urged more interdepartmental co-ordination in the compilation of price statistics, and the diversion of additional staff to the Dominion Bureau of Statistics to help expand and improve the collection of statistical data on prices. It stated that there was a pressing need for DBS to broaden the scope of its retail pricing program to encompass a wider range of qualities of goods and services, and to allow more useful item price averages to be derived, by cities, on a continuing basis.

Although the Committee recognized that there are technical problems involved in compiling accurate price statistics, it declared that "it is an appropriate Government function to disseminate price information as widely as possible to the consuming public."

The Committee concluded that economics cannot be the exclusive province of experts, even though it has aspects that are technically complex. It therefore urged the establishment of a Senate and House of Commons joint committee whose primary aim would be to keep the whole field of consumer affairs under continuous review. The proposed committee would also be responsible for conducting surveys of economic developments that affect employment, income and consumption levels.

Consumer Demand

The Committee discovered an increasing tendency for consumers to buy "convenience foods" requiring a minimum of preparation. This trend was attributed to the unwillingness or inability of many consumers, particularly the increasing number of married women in the labour force, to devote much time to the preparation of food. They recommended that more attention be devoted to consumer education through the educational system, and by the wider distribution — through government channels — of information useful to the consumer.

The Committee urged that consumers be informed about physical properties such as weight, volume, quality, and number of units. This information should be available at the time of purchase, and should be expressed clearly and unequivocally. It said that the Government must take every measure within its power to protect the consumer against all forms of exploitation, and it recommended that:

—the product be described by its generic name when this is meaningful;
—products of a certain type, variety and quality be graded;
—packages be designed in sizes, shapes or dimensions that will not deceive or mislead retail purchasers;
—the net quantity of the contents in terms

Continued on page 301

NEW LEGISLATION

and the Federal Government Service

The Public Service Staff Relations Act, the Public Service Employment Act, and the Financial Administration Act have become law, and will affect some 200,000 federal Government employees

Far-reaching legislation, passed by Parliament in February, ushered in unprecedented changes in labour-management relations in the federal Government service when three bills became law as the Public Service Staff Relations Act, the Public Service Employment Act, and the Financial Administration Act. Some 200,000 federal Government employees are affected.

The first of these Acts provided for the establishment of a system of collective bargaining, for the setting up of the necessary machinery in connection with it, and for methods of settling disputes and grievances in the public service; the second, which replaced the Civil Service Act, was concerned with the system of appointments and promotions in the public service; and the third established Treasury Board as the paramount authority in personnel management and in the organization of the public service.

The three Acts passed through Parliament as Bills C-170, C-181 and C-182.

Bill C-170 was introduced in the House by the Prime Minister on April 25, 1966 and was given first reading. The introductory resolution described it as "a measure to provide for the establishment of a system of collective bargaining applicable to employees in the public service of Canada, and for the resolution of disputes that may arise in the negotiation or conclusion of collective agreements applicable to such employees; to establish a process for the presentation of grievances of employees arising in connection with their employment, and to establish a system for the adjudication of grievances of employees; to provide for the establishment of a board, to be known as the Public Service Staff Relations Board, which shall be responsible for the administration of the said measure, and to provide further for the constitution and appointment of such other authorities, officers and employees as are required in connection with the administration of the said measure."

Bill C-181 was introduced by the Prime Minister on May 12, 1966. In speaking on the Bill at that time, the Minister of National Revenue said: "Under this particular measure, the Civil Service Act is to be replaced by a new statute to be known as the Public Service Employment Act. This measure will not only retain the merit system of appointment and promotion, and the type of job security long enjoyed by civil servants, but will extend them to thousands of additional government employees. The Civil Service Commission is to become the Public Service Commission and, within a wider jurisdiction, it is to be concerned exclusively with the staffing functions."

Explaining Bill C-182, introduced the same day by the Prime Minister, the Minister of National Revenue said in part: "This particular Bill proposes that Treasury Board be empowered to act for the governor in council on all matters relating to financial management, personnel management, general administrative policy, the organization of the public service and the control of establishments. In the personnel field, the Board would be responsible, among other things, for the determination of rates of pay, hours of work, leave and other conditions of employment; for the classification of positions and employees; for the establishment of standards of discipline; and for the promotion of safe and suitable working conditions."

The Public Service Staff Relations Act, besides providing for the establishment of the Public Service Staff Relations Board, sets out methods of obtaining certification as bargaining units, and the forms of negotiating through a conciliation process, and allows most public service employees to choose between the right to strike or the settlement of disputes by compulsory arbitration. It also provides for the appointment of an arbitration tribunal to settle disputes. Employees in essential services are not allowed to strike. Senior management, the RCMP and the armed forces are excluded from the operation of the Act.

Right to Strike Questioned

During debate on the bill in the Commons, some members of the opposition expressed doubt about the wisdom of allowing public service employees the right to strike. J. Patrick Nowlan (PC, Digby-Annapolis-Kings) said, "Frankly, I am against giving the right through legislation to public servants to strike. Compulsory arbitration is one matter, but the right to strike is an unfortunate blazing of a new trail which I cannot agree with."

The Minister of National Revenue said the Government assumed that the great majority of civil servants would choose arbitration rather than the right to strike. Jack Horner (PC, Acadia) asked why, if the Minister really believed that, it was necessary to allow public service em-

Continued on page 319

Collective Agreements in Manufacturing

Part II

Provisions Affecting Pay

Provisions dealt with in Part II of this study are those that affect pay, training or retraining, moving expenses or relocation allowances, contracting out, re-opening of agreements for negotiation of general wage increases, guaranteed employment or earnings, the supply of protective equipment or uniforms, and paid bereavement leave.

This is the second half of a study of 25 main types of provisions contained in 94 collective agreements in Canadian manufacturing industry. Part I, concerning vacation and holiday provisions, was published in the April issue of the LABOUR GAZETTE, p. 232.

The tables accompanying this part cover shift premiums, rest periods, compensation for work on paid holidays, length of probationary period, notice of layoff, call-in or call-back payments, and frequency of paydays. Tables covering a number of miscellaneous provisions are omitted, but the data they contain are summarized in the text below.

Payment of a premium for work on a second shift was provided for in 76 agreements covering 208,050 employees out of the 94 agreements covering 249,120 employees that came within the scope of the survey.

Provision for payment of a premium for work on a third shift was contained in 79 agreements affecting 211,400 employees. A few of the agreements, therefore, mentioned premium pay for a third shift, without saying anything about pay for a second shift.

The most common provision for work on a second shift was for premium pay of 8 or 9 cents an hour. This was contained in 25 agreements affecting 54,930 employees. For a third shift, the most common premium was 10, 11 or 12 cents an hour, which was provided for in 36 agreements covering 81,140 employees.

Compensation on Paid Holidays

A provision for pay for time worked on a paid holiday was contained in all but 7 of the 94 agreements. The most common provision was for time-and-a-half in addition to holiday pay. It was found in 40 agreements covering 87,430 employees.

Probationary Period

A probationary period for new employees was provided for in 75 agreements affecting 206,530 employees. The most common period was three months, which was stipulated in 36 agreements covering 102,610 workers.

Call-in Pay Guarantee

A guarantee of pay for a minimum period at a certain rate, in cases where persons were called to work outside their regular working hours, was contained in 77 agreements affecting 157,730 employees. A minimum of four hours at straight-time pay was the most common provision, being found in 31 agreements covering 73,190 employees.

Miscellaneous Provisions

Rest periods were mentioned in 34 agreements affecting 121,330 employees. The most common provision was for two periods amounting to a total of 20 minutes a day, which was found in 18 agreements affecting 81,090 employees.

Payment of wages once a week was the most common provision regarding frequency of paydays. Weekly payment was provided for in 22 agreements affecting 45,340 persons. Sixty-three of the agreements contained no provision regarding paydays.

Notice of layoff was stipulated in 41 agreements affecting 108,560 employees. The length of notice varied from one to seven days, and in three agreements it was 30 days. The most common provision was for seven days, which was found in 11 agreements affecting 28,300 employees.

Some provision regarding training, retraining or apprenticeship was found in 54 agreements covering 156,880 employees—that is, 57 per cent of the agreements affecting 63 per cent of the workers.

Moving expenses or relocation allowances, or both, were provided for in only six agreements (6 per cent) affecting 39,870 employees (16 per cent).

Some stipulation regarding contracting-out of work was contained in 16 agreements affecting 42,650 employees.

Compensation for time spent by union representatives in investigating grievances during working hours was provided for in

---

The findings of this survey are set out in the accompanying tables and in those that were published in the April issue.

The agreements used in the survey are the same as those used in the previous study, "Collective Agreements in Industry," (L.G., Oct. 1966, p. 564 and L.G., Nov. 1966, p. 640), except that only those in the manufacturing industrial group were included.

The study was made by Ross Charlton, Barry Maloney, and Daniel Stace of the Economics and Research Branch of the Department, under the supervision of Felix Quinet, Chief, Collective Bargaining Division.

In a few cases where the language used in the agreements left some doubt as to its meaning, the provisions could only be classified subject to the proviso that they may be open to other interpretations as well.

Some Form of General Wage Adjustment or Re-opening During Life of Collective Agreement*

	Agreements		Employees Covered	
	No.	%	No.	%
No specific provision	91	97	240,120	96
Provision for some form of general wage adjustment or re-opening during life of collective agreement	3	3	9,000	4
TOTAL	94	100	249,120	100

*Includes provision for negotiation of cost-of-living adjustment.

Shift Premium — Second Shift

Shift Premium Cents an Hour	Agreements		Employees Covered	
	No.	%	No.	%
No provision for second shift	18	19	41,070	16
3 to 7	17	18	54,420	22
8	11	12	20,320	8
9	14	15	34,610	14
10 to 11	15	16	29,270	12
12 to 15	9	9	20,000	8
Other*	10	11	49,430	20
TOTAL	94	100	249,120	100

*Includes shift premiums expressed in percentage terms.

Shift Premium — Third Shift

Shift Premium Cents an Hour	Agreements		Employees Covered	
	No.	%	No.	%
No provision for third shift.	15	17	37,720	15
5 to 9	10	10	40,630	16
10	10	11	21,490	9
11	13	14	36,540	15
12	13	14	23,110	10
12½ to 15	16	16	26,030	10
17 to 20	4	4	10,670	4
Other*	13	14	52,930	21
TOTAL	94	100	249,120	100

*Includes shift premiums expressed in percentage terms.

Rest Periods

	Agreements		Employees Covered	
	No.	%	No.	%
No provision	60	65	127,790	51
Once a day, 10 minutes	3	3	7,170	3
Once a day, 15 minutes	2	2	11,000	4
Twice a day, 20 minutes in total	18	19	81,090	33
Twice a day, 30 minutes in total	5	5	8,510	3
Other	6	6	13,560	6
TOTAL	94	100	249,120	100

Compensation for Work on Paid Holiday*

	Agreements		Employees Covered	
	No.	%	No.	%
No provision	7	8	22,410	9
Time-and-a-half†	12	13	44,740	18
Double-time†	6	6	30,820	12
Double-time and a half†	6	6	11,200	5
Time-and-a-half plus another day off with pay†	3	3	7,600	3
Straight-time in addition to holiday pay	1	1	4,500	2
Time-and-a-half in addition to holiday pay	40	43	87,430	35
Double-time in addition to holiday pay	9	10	22,700	9
Other	10	10	17,720	7
TOTAL	94	100	249,120	100

*Does not cover premium rates for work on paid holidays in excess of what is considered as normal daily working hours under the agreement.

†Agreement does not state whether or not the premium rate is in addition to holiday pay.

Length of Probationary Period After Hiring*

Period in Months	Agreements		Employees Covered	
	No.	%	No.	%
No provision	19	20	42,590	17
1 or less	11	12	42,580	17
2	11	12	20,700	8
3	36	39	102,610	41
4	5	5	10,830	5
5	1	1	1,000	—
6	4	4	7,510	3
Other	7	7	21,300	9
TOTAL	94	100	249,120	100

*When no distinction was made between working days and calendar days, calendar days were used in computation of probationary period.

The dash indicates a percentage of less than 0.6.

Notice of Layoff*

Days	Agreements		Employees Covered	
	No.	%	No.	%
No provision	53	58	140,560	56
1 or less	3	3	12,850	5
2	5	5	9,480	4
3	4	4	13,480	5
5	3	3	3,530	2
6	2	2	2,650	1
7	11	12	28,300	11
30	3	3	4,110	2
Other†	10	10	34,160	14
TOTAL	94	100	249,120	100

*Excludes notices specifically and clearly provided for permanent separation and adjustment to technological change. Data on notice of layoff are on the basis of the number of days stated in the agreement; these may be either working or calendar days.

†Includes cases where notice is provided for but length is not specified.

Call-in (Back) Pay Guarantee*

Minimum Hours Straight-time Pay	*Agreements* No.	%	*Employees Covered* No.	%
No provision	17	18	91,390	37
2	3	3	6,400	3
3	13	14	28,290	11
4	31	33	73,190	29
Other	30	32	49,850	20
TOTAL	94	100	249,120	100

*Clauses providing for a minimum at straight-time pay or overtime premium rates, whichever is greater, were tabulated on the basis of minimum pay.

Frequency of Paydays

	Agreements No.	%	*Employees Covered* No.	%
No provision	63	67	157,000	63
Weekly	22	24	45,340	18
Every two weeks	7	7	40,980	17
Twice a month	2	2	5,800	2
Monthly	—		—	
TOTAL	94	100	249,120	100

47 agreements affecting 118,090 employees. In 15 of these agreements, a limit was placed on the time or pay that would be allowed.

Provision for compensation for time spent by union representatives in negotiating collective agreements during working hours was not common, being found in only six agreements covering 8,030 employees.

Provision for re-opening the agreement during the contract period for negotiation of general wage increases (wage re-opener) was found in only three agreements (3 per cent) covering 9,000 employees (4 per cent).

Some form of guaranteed employment or earnings was provided for in eight agreements (9 per cent) affecting 41,720 employees (17 per cent).

In 32 agreements (34 per cent) affecting 76,200 employees (31 per cent), the employer undertook to supply protective clothing, equipment or uniforms.

Paid bereavement leave in case of the death of parents, children, spouse, brother or sister of an employee, to a limit of three days, was provided for in 64 agreements (68 per cent) covering 153,250 employees (62 per cent).

Bereavement leave with pay in case of the death of a father-in-law or a mother-in-law, to a maximum of three days, was provided for in 49 agreements (52 per cent) covering 129,010 employees (52 per cent).

Study made of the collective agreement in Canada

A new book, *The Development and Enforcement of the Collective Agreement,* by C. H. Curtis, traces in depth the historical development of procedures in Canada for the enforcement of collective agreement provisions. The 115-page book is No. 4 in the Research Series published by the Industrial Relations Centre, Queen's University. The author is Professor of Industrial Relations in the School of Business, and Faculty Associate in the Industrial Relations Centre, at Queen's University.

Professor Curtis cites several legal decisions that have set the precedent or established a trend in conclusions handed down by Canadian courts in disputes involving the administration of collective agreements.

Professor Curtis points out that, traditionally, collective agreements are unenforceable at common law. The reasons in support of the legal cases vary. He discusses the interpretation of the decisions at common law and, in his conclusion, comments on attitudes of trade union people for courts and of courts for union-management relations.

The collective agreement is necessary in order to stabilize union-management relations but, if it is to be successful, it must be declared to be binding on both parties to it. In his discussion of the collective agreement under statute law, Professor Curtis summarizes the early Canadian statutes relating to trade unions. One such law, the 1888 *Mines Arbitration Act* of Nova Scotia, provided machinery for the settlement of disputes over the content of the agreement, but did not deal at all with disputes regarding the administration of the collective agreement.

He goes on to show the development of the *Industrial Relations and Disputes Investigation Act* of the federal Government and also of the provincial industrial relations acts. He discusses in greater detail the significant differences among the various Canadian collective bargaining statutes in their provisions for procedures for the settlement of disputes described as those arising out of the "interpretation, application, administration, or alleged violation" of the collective agreement.

Professor Curtis includes a discussion of the alternatives to arbitration, which may be negotiated alternatives or statutory remedies and penalties. He considers which courts are open to unions and employers involved in disputes over the interpretation, application, administration and alleged violation of their collective agreements, and which are closed. But courts of New Brunswick and Nova Scotia have had little occasion to consider the question of the legal status of either unions or collective agreements.

A survey of labour arbitrations in the courts shows how the courts have dealt with disputes brought before them. Professor Curtis discusses some of the problems connected with arbitration. He illustrates his discussion with several legal cases involving arbitration procedures that show some of the problems connected with settling them. And in his conclusion, Professor Curtis provides suggestions for some ways in which arbitral problems may be overcome.

50 Years Ago

Pension and benefit plan for employees was established by the Bell Telephone Company

The Labour Gazette ceased monthly reporting of non-fatal accidents

An employee pension and benefit plan that had been adopted by the Bell Telephone Company of Canada a short time before was described in the Labour Gazette of May 1917. The plan was to become effective on July 1, 1917.

To finance the plan, the company had set up a fund of $400,000, and its intention was to keep the fund at this figure by the necessary appropriation at the end of each year. The fund was to be administered by a committee consisting of the general manager, the secretary, the general auditor, the general plant superintendent and the general superintendent of traffic.

For the purposes of the plan, the employees were divided into four classes: A, B, C, and D. Class A comprised men of 60 years of age or more, and women of 55 or more, who had been employed with the company for 20 years or longer. These might be pensioned at their own request or at the discretion of the committee.

Class B employees comprised men of from 55 to 59 years of age, and women of from 50 to 54 whose length of service was 30 years or more. Class C was composed of men of less than 55 years of age, and women of less than 50 whose length of service was 30 years or more. Members of classes B and C could be retired on pension only at the discretion of the committee, and with the approval of the president or the general manager.

Class D included any employee with 15 years or more of service who had become totally disabled by sickness; and these employees could be granted a disability pension for such period as the committee might decide. In such cases, the approval of the president or the general manager, and certification by a physician as to the extent of the disability, were necessary.

The annual pension in all cases was to be 1 per cent of the average annual salary during the last 10 years of employment, multiplied by the number of years of service. At the discretion of the committee, the pension might be based on the 10 consecutive years of highest pay. The minimum pension was $20 a month, except in the case of a disability pension to an employee of less than 20 years service.

The Bell Telephone Company's plan also provided accident, sickness, and death benefits. Accident disability benefits were provided on account of disability arising out of an accident on the job. For total disability, the benefits equalled full pay for 13 weeks, and half pay for the remainder of the disability, the maximum benefit not to exceed $20 a week after six years of such payments.

Partial disability benefits paid were equal to the full loss of earning capacity for the first 13 weeks, and 50 per cent of the loss for the remaining period of disability, the period of payments not to exceed six years.

Sickness benefits were granted to employees with more than two years service, beginning from the eighth day of absence, according to a scale that varied with length of service, from four weeks at full pay and nine weeks at half pay for employees with two years service, to 13 weeks at full pay and 39 weeks at half pay for those with 10 or more years of service.

Death benefits, payable only to the wife or husband or wholly dependent relatives of a deceased employee in cases other than an accident arising out of, or in the course of employment, amounted to one year's pay, not exceeding $2,000, if the deceased had had 10 or more years service; and six months pay if he had had from five to ten years service. In the case of death as a result of an accident arising out of, or in the course of employment, the death benefit was three years' pay, not to exceed $5,000, and burial expenses not to exceed $150.

When compensation was payable under any law, the amount of such compensation was deductible from any benefit payable under the plan.

Unemployment in Trade Unions

A quarterly report on unemployment in trade unions showed that 2.1 per cent of the members in all occupations were unemployed on March 31, 1917, the same percentage as at the end of December 1916. The percentage of unemployment in building and construction, however, was 7.4 in March compared with 5.2 in December.

In reporting on the condition of the lumbering industry in April, the Gazette said that in Newcastle, N.B., stream driving had begun, and a large number of men were employed at wages ranging from $2.75 to $4, compared with $2.25 to $3.50 in former years. At Port Arthur, lumber camps were breaking up, but sawmills had not yet started. At Prince Albert, mills were preparing to open and were taking on a large number of men.

Regarding agriculture, it was reported that in the Chatham district good farm hands were getting from $40 to $50 a month for eight months' work. "Saskatoon reported a good demand for farm labour, and that about 3,000 men had been placed through the efforts of the Provincial Labour Bureau; wages averaged about $50 per month. . . .

"In British Columbia, an active campaign was being conducted to secure school boys and women for fruit picking and packing, and Vancouver reported that up to the end of the month, of the 3,000 required, some 400 women and girls had signed contracts to start work about June 1. Victoria reported that 250 men had gone to the Prairie Provinces to work on farms."

The publication of a monthly statement on non-fatal accidents in Canada was discontinued with the May 1917 issue of the Labour Gazette.

Striking Quebec School Teachers Sent Back to Classrooms by Law

As a means of legislating striking school teachers back into their classrooms, the Quebec Legislative Assembly on February 17 enacted Bill 25, "An Act to Ensure for Children the Right to Education and to Institute a New Schooling Collective Agreement." The Bill had been introduced in the Legislature on February 10.

The Bill had two immediate effects: It compelled the striking teachers to return to their classrooms; and it took away their right to strike during the life of the Bill, which expires June 30, 1968.

Aware that the Bill would become effective on February 17, the teachers — estimated to number between 60,000 and 70,000 — staged a one-day "study session" on that date to express their displeasure. The result was that more than 2,000,000 students were left without instruction that day.

Advised by their respective unions to obey the law, the teachers with the exception of one small group returned to their posts on February 22.

Yamaska First

The strike, which ultimately affected all sections of the province, began November 24, 1966 when teachers in the Yamaska region walked off their jobs to back demands for higher pay and a revision of regulations governing their employment. They returned to their posts on January 25, 1967 after they had been issued court injunctions.

The strike picture continued darkening from the beginning, however. On January 13, the 9,000 French and English-speaking Catholic teachers in Montreal went on strike to back demands for salary increases ranging from 15 to 20 per cent. The Government was offering an estimated seven per cent, a figure which had risen during negotiations from an original 2.5 per cent.

At the height of the strike, both the CLC and CNTU issued statements supporting the stand taken by the teachers.

Said the CLC, through President Claude Jodoin: "The Canadian Labour Congress fully supports the position adopted by the teachers now on strike. The justice of their position is proven by the widespread support they are receiving from teachers and their organizations all across the country. The Canadian Labour Congress is prepared to do everything possible to assist them . . ."

Compulsion

The CLC labelled Bill 25 "compulsion of the worst kind." Marcel Pepin, President of the Confederation of National Trade Unions, noted that "The teachers' fight is everybody's fight," and called for a radical redistribution of wealth in the province, so that enough is available for essential social purposes including increased teachers' salaries "that will help them attain a fitting social level . . ."

The strike by the Montreal teachers was the first since 1949, when the teachers of that time staged an illegal one-week walkout (L.G. 1950, p. 1787).

With its strike right revoked, Quebec joins three other Canadian provinces in which strikes are prohibited: British Columbia, Manitoba and Newfoundland. Strikes are permitted in the other provinces, except Ontario, where the situation is unclear.

As a matter of historical fact, it might be pointed out that the teachers of Victoria, B.C., took the first strike action recorded in the British Empire when they walked out for two days in 1916 to support demands for collective bargaining rights.

Alberta teachers, given the right to strike in 1942, have used that right several times. Most of the strikes lasted for only a few days, but one in 1943 lasted for a month.

New agreement deals with displacement by automation

A collective agreement to deal with worker displacement by automation was signed between the Oil, Chemical and Atomic Workers' Union and Imperial Oil Ltd. at Ioco, B.C. in February at Vancouver. It is believed to be the first agreement of its kind in Canada and is expected to set a pattern for all industry.

Federal government, university, management and labour officials worked 16 months to produce the plan. Similar discussions are already going on with other oil companies.

The program grew out of conclusions drawn by Dr. Tait Montague, head of the Institute of Industrial Relations at the University of British Columbia (L.G. 1962, p. 596), who chaired the research subcommittee set up by the company after a threatened general strike in B.C. in November 1965. The four-point plan groups according to their age, workers who are threatened with displacement by automation:

—those between 57 and 65 may take an early retirement at better than the normal retirement pension; if automation pushes them out of their jobs, they will retain their regular wage rate until a new rate is negotiated for their new position;

—those between 46 and 57 may retain their wage rate levels in the same way, until they either get a higher paid job through training or retire; in addition, they are not required to have the formal education qualifications normally necessary for in-plant transfer;

—those between 35 and 46 will retain their wage levels for a period equivalent to one week for each year of service, or during a period of training for a higher-paid job in the plant; and

—those not falling within these categories are protected by clauses in the general contract agreement that call for six months notice of machinery or job changes, severance pay, and security of position based on seniority.

The major significance is that the program lays emphasis on training at company expense at the lower age levels, while providing a measure of income protection for older workers not expected to be able to improve their capacity through training.

Referring to worker displacement caused by automation, Dr. Montague said that management has as much responsibility to plan its manpower needs as its capital expenditure, and that much more of this must be done in future. He said that maximum use should be made of attrition through retirement and other means, rather than through layoff, to reduce the work force in the change to automation.

Dr. Montague noted that automation plans must be flexible and programs adjustable, because no one plan is suitable to all circumstances or all plants. Provisions made for people should be based on age and length of service. Discussion of automation problems should remain away from broad negotiations for new contracts, but should remain the property of those responsible for contract negotiations, he said.

Nurses make gains in first contract

The public health nurses of Peel County are the first such group in Ontario to sign a collective agreement after being certified by the Ontario Labour Relations Board. The contract, which the nurses signed on February 16 after nearly a year of negotiations, gives salary increases of $400 to $850, depending upon their qualifications.

A unit of nurses in a Windsor hospital has also signed a collective agreement, after being certified by the Board. And a unit of public health nurses in Ontario County has signed a collective agreement, but it has not yet been certified.

As soon as the Peel County contract was signed, the Registered Nurses' Association of Ontario announced that it was lifting its "grey" listing of the County. The "grey list," which means that registered nurses are asked not to apply for any jobs in the area, was applied last November when negotiations temporarily bogged down.

Two other Ontario areas are still grey-listed. They are Halton County, and the United Counties of Stormont, Dundas and Glengarry, where nurses have formed themselves into bargaining units, but do not want to be certified by the Labour Relations Board.

The contract with the nurses of Peel County, which provides for an increase of the minimum salary from $4,700 to $5,300, and for an increase of the maximum salary from $5,700 to $6,550, is retroactive to January 1, 1967.

Registered nurses who lack the one-year university preparation course in public health after registration now have a salary range of $4,800 to $5,800, which represents an increase of $400 in the starting salary and of $800 in the maximum. In addition, the nurses gained increased car allowances and extended holidays—three weeks after one year of service, and four weeks after seven years of service.

Major 1966 settlements affect 388,000 workers

More than 180 major collective agreements involving negotiating units of 500 or more employees in industries other than construction were signed by employers and labour organizations across Canada during 1966, according to a survey performed by the Department of Labour. These settlements affected approximately 388,600 workers.

About half of the agreements were for terms of from 21 to 26 months; a little less than a third were for terms of 33 months or more; and about one out of every nine was for less than 15 months.

The 92 agreements in the first group that ran for about two years provided for a wide range of wage increases during the life of the contract. In seven out of every ten settlements in this category, increases were in the 10-to-20 per cent range, half of them being for from 13 to 16 per cent. Four of the 92 settlements provided for increases of 30 per cent, and three for increases of 34 per cent.

Of the contracts signed during the year, 61 were for a period of 33 months or longer. More than half of these provided for increases ranging from 14 to 21 per cent, and about one out of every four for increases of 23 to 27 per cent. In most of the remaining agreements that ran for about three years, increases were of 29 per cent or more.

In 12 of the 20 contracts with a duration of less than 15 months, increases ranged from 4 to 6 per cent, in six others from 10 to 13 per cent, and in the remaining two they were of 16 and of 27 per cent.

All but four of the contracts surveyed provided for wage increases that took effect last year; 157, or 84 per cent of the total, for increases to take effect in 1967; and 59 agreements, or 32 per cent of the total, for increases taking effect in 1968.

(Supplement No. 1, 1967 carries full details.)

Labour bill reports are now available

The first issue in the 1967 series of current reports on labour bills and other bills of general labour interest is now available.

The first report contains reviews of the new Newfoundland Hospital Employees (Employment) Act, and the legislation passed in Quebec to end the teachers' strike (Bill 25).

Other bills reviewed include Nova Scotia's new Construction Safety Act, and an amendment to the Manitoba Workmen's Compensation Act.

Prepared by the Legislation Branch of the Canada Department of Labour, the reports will cover the provisions of each such bill introduced in Parliament and the provincial legislatures at the 1967 sessions, and will follow the progress of each bill to Royal Assent or rejection.

At the close of each session, the major developments of the year will be reported in the Labour Law section of the LABOUR GAZETTE.

Single copies of these mimeographed reports are available from the Legislation Branch.

PARLIAMENT

Bill C-278 to provide for the training of adults who wish to undertake occupational training, to authorize the entering into of contracts with provinces and employers to provide for the payment of costs involved, and dealing with other matters connected with such training, was introduced by the Minister of Manpower and Immigration on March 3 and passed first reading (*Hansard* p. 13743).

Bill C-170 to provide for the establishment of a system of collective bargaining applicable to employees of the public service of Canada (L.G., June 1966, p. 278), Bill C-181 respecting employment in the public service of Canada (L.G., July 1966, p. 349), and Bill C-182 to amend the Financial Administration Act to give the Treasury Board the authority required to enable it to act as the principal agent of the employer in collective bargaining in the public service, all passed third reading on February 20 (pp. 13236, 13254 and 13267). Bills C-170 and C-181 received the Royal Assent on February 23 (p. 13407) and Bill C-182 on March 1 (p. 13641).

Bill C-221 respecting pension plans organized and administered for the benefit of persons employed in connection with certain federal works, undertakings and businesses (L.G., August 1966, p. 429) passed second (p. 13847) and third reading (p. 13855) on March 10.

Quebec doctors win new salary scale

Two "study sessions" held by more than 1,000 resident doctors and interns employed in Quebec hospitals to back demands for higher salaries resulted in the granting of salary bonuses ranging from 17 to 33 per cent, plus retroactive bonuses ranging from $420 to $595. The one-day sessions were held one week apart in February.

Salaries for the interns and resident doctors before the sessions ranged from $255 to $430 a month. Under the new scale, the range goes from $334 to $500. The doctors had asked that the range be from $400 to $650 a month.

In addition to the salaries adjustments, the doctors gained recognition as a professional bargaining group, and it was indicated that they will be free to enter into new negotiations with their employers, effective July 1 this year.

Montreal clerical employees sign new contract

Following a five-week strike, that began January 30 to back demands for higher wages, Montreal's 4,515 municipal clerical employees returned to their jobs on March 6 with a new working agreement, but minus the 20 per-cent salary increase plus $700 across-the-board bonus they were demanding when they went on strike.

Under the terms of the new two-year agreement that expires November 30, 1968 the employees received: a cash bonus of $400; salary increases ranging from $425 to $600, effective March 6; a further raise of $250, effective January 1, 1968; and an additional boost of $150, effective on the last day of the contract.

Earlier, the city's blue-collar workers ended a four-day walkout by accepting a wage boost ranging from 57 cents to $1.22 an hour.

Under the terms of the new contract, lowest classification employees—ordinary labourers and charwomen — had their basic salaries raised to $2.55 per hour. Wages for the highest-category employees were increased to a basic rate of $3.81 per hour.

Most of the increases for the blue-collar workers were retroactive to December 1, 1966. For the remainder, the raises were retroactive to August 30. The new one-year contract expires November 30, 1967.

An arbitrator looks at haircuts and costumes

An American export shipping firm fired an office employee for maintaining a general appearance and mode of attire contrary to the accepted norm of the commercial business world by wearing boots and tight pants and sporting a Beatle haircut. The case was treated as a grievance by the employee's union and was finally submitted to arbitration.

The arbitrator's award ran in part:

"There was just cause under the collective bargaining agreement of the parties for the imposition of a disciplinary penalty upon the grievant office employee for maintaining a general appearance and mode of attire during working hours, and contact with customers of the employer in the performance of his job duties, wholly alien to the accepted norm of the commercial business world generally, and that of the employer in particular—i.e., the transportation of ocean-borne freight; to wit, by wearing boots, tight clinging orange-brown pants (with a wide oversized belt and buckle) and a flowing, hirsute cranial adornment characteristic of the Beatles and sundry other avant-garde devotees of 'mod' in the world of art and 'music' with which the public generally, and a fair segment of teenage parents especially, are all too familiar (albeit no uninitiate squares) in this 'way out' dynamic era on the very verge of lunar visitation and extra-terrestrial exploration."

The arbitrator, however, went on to say a good word for the employee, a young man of 20 years of age who, it appeared, had shown himself a satisfactory clerk apart from his tastes in the matter of dress and appearance.

"To the utter astonishment of the employer, grievant appeared at the arbitration hearing sans his former attire, shorn of his flowing locks, and presenting the very epitome of the more mundane accepted norm befitting a manifest dispatching clerk in the shipping industry—establishing beyond cavil that the encountered separation from the business world and his pay envelope had succeeded in delivering 'a message' which had theretofore eluded the well-intended efforts (talks, exhortations and warnings) of a patient and forbearing management prior to resorting to discharge. The prime purpose of discipline, where adequate and feasible, is corrective — which it demonstrably appears has now been achieved.

"Accordingly, effective as of . . . the grievant is reinstated to employment with the company, without back pay and without loss of seniority, but nonetheless under the following terms and conditions upon which said reinstatement is conditioned. . . ."

Briefly, the conditions upon which this repentant and reformed young man was to be reinstated in his job were that he should "refrain and desist from his former mode and manner of attire, hair styling and general appearance during working hours. . . . Failure of the grievant to abide by the terms and conditions aforesaid shall constitute a valid basis for his termination."

Stelco bricklayers to get $4 an hour

A new contract signed by the Steel Company of Canada and the 130 members of Local 1, Bricklayers, Masons and Plasterers' International Union, Hamilton, Ont., will give Stelco bricklayers a basic salary of $4 an hour by August 1, 1968. The bricklayers will receive a 72-cent-an-hour increase over the period of the contract, which expires November 30, 1969.

New book studies international unionism

The advantages, and some of the disadvantages, of international unionism to its members—and to employers and the public at large—were cited in a new study, *International Unionism,* by John Crispo, Director of the Centre for Industrial Relations, University of Toronto.

Basing his study on 400 interviews with Canadian trade union officials, and officials of 75 international unions, Dr. Crispo examines the involvement of international unions from their effect on the political activities of the Canadian labour movement to the growing demand for U.S. wage parity in Canada.

The book explores the reasons for the emergence and endurance of the international union link. It describes major disputes, and examines the flow of funds and benefits between the two countries. External restraints on the labour movement are assessed, as well as the attitudes of Canadian employers and the Canadian government. In his closing chapter, Dr. Crispo summarizes and discusses the advantages and disadvantages associated with the presence of international unions in Canada.

Published in January by McGraw-Hill Company of Canada, the book sells at $8.60 a copy.

If international unions are to continue to prosper in Canada, they should give their Canadian members more autonomy, says Dr. John Crispo, Director of the Centre for Industrial Relations, University of Toronto, in a pamphlet financed by the Canadian-American Committee, a joint body of the National Planning Association of the United States, and the Private Planning Association of Canada.

Dr. Crispo goes on to say that, "although some international unions allow a good deal of Canadian autonomy," and although Canadians have risen to top posts in international unions, too often Canadian section leaders are appointed from the U.S.

"When the senior Canadian officers owe their positions to the international administration, and there is no separate Canadian policy-making forum, there is a tendency to neglect purely Canadian considerations and points of view."

Dr. Crispo concludes that, although Canadian members of international unions have had many reasons to be content with their leadership in the past, increased flexibility should be encouraged in cases where a common approach is not in the interests of one or both parties.

There are 110 international unions operating in Canada.

Maternity Protection for Women Workers

In the Federal Republic of Germany

Maternity protection legislation in Germany dates from 1878

The first ILO Convention on maternity protection was ratified by the Government in 1927

As the continuing rapid growth of the female labour force in Canada is bringing the subject of maternity protection for women workers increasingly under discussion, the Women's Bureau of the Canada Department of Labour has made a survey of relevant laws and practices in this country. The study has now been published as *Maternity Protection for Women Workers in Canada,* available from the Queen's Printer, Ottawa, at a price of 35 cents (Cat. No. L38-2467).

In addition to documenting the Canadian situation, the study includes detailed information regarding standards of maternity protection adopted by the International Labour Organization and data regarding policy and practice in three other Commonwealth countries—Australia, New Zealand and the United Kingdom — and two countries in Europe — France and Sweden. This article* on maternity protection in the Federal Republic of Germany supplements the study.

Maternity protection legislation in Germany dates from the Industrial Code Supplement of 1878, which prohibited the employment of women for a period of three weeks after childbirth without granting them a claim to continued payment of wages or to a maternity allowance. In subsequent years, the period of prohibited employment was lengthened, and provisions were made for health insurance and maternity allowances. The first ILO Convention on Maternity Protection (No. 3), adopted by the International Labour Conference of 1919, was ratified by the German Reich on October 31, 1927.

The legal foundation for maternity protection in the Federal Republic of Germany today stems from the Basic Law of the Republic, which specifies that every mother has a claim to the protection and care of the community. Following postwar promulgation of the Basic Law, the Bundestag passed the Law for the Protection of Gainfully Employed Mothers (Law on Maternity Protection) in January 1952. Regulations for implementation of the Law, directives issued by the Federal Ministry of Labour, and other legislative enactments were added over the next decade, until in November 1965 the Bundestag issued a revised Law Concerning the Protection of Working Mothers, which is the basis of existing provisions.

The Law applies, irrespective of marital status, to women who are "employed persons," including home workers or persons of equivalent status if they are engaged in piece work. The term "employed person" applies also to apprentices, learners, unsalaried assistants, probationers and women undergoing vocational training. A woman's nationality has no legal bearing on her claim to maternity protection. The conclusive factor is that she be employed within the territory of the Federal Republic or of Berlin (West).

Prohibited Employment

The Law is written in terms of prohibited periods and types of employment rather than maternity leave. An expectant mother must not be employed if, according to the certificate of a physician, her health or that of her child would be jeopardized, either because of her physical condition or because the type of conditions of work would be detrimental to any pregnant woman. Irrespective of these factors, it is illegal also to employ a domestic servant or a daily help during the last four weeks before childbirth, and other expectant mothers during the last six weeks before childbirth, unless they expressly declare their willingness to work.

It is illegal for an employer to give notice of termination of employment to any woman during pregnancy, and within fourth months after the birth of her child, if the employer is aware of the time of pregnancy and childbirth, or if he is informed of it within two weeks after notice has been given. On the other hand, the expectant employee can serve notice to terminate employment at any time, or can withdraw by agreement with her employer. Provision is made, however, whereby the supreme "Land" authority competent in matters of protection of labour will have authority to declare a dismissal permissible in special cases.

After childbirth, a woman must not be employed for a period of eight weeks. In cases of premature or multiple births, this period is extended to 12 weeks. Beyond this length of time, if a woman is not fully fit to work, she presents a medical certificate to her employer, who must assign her to a job in keeping with her reduced capacity. Restrictions are placed also upon overtime, night and Sunday work. Provision for nursing periods is obligatory and must not entail loss of earnings for the employee.

As for prohibited types of employment, the Law requires that expectant mothers not be assigned to:

—heavy physical labour;
—tasks that expose them to harmful effects of materials or rays prejudicial to health;
—dust, gases or fumes;
—heat, cold or damp; or
—vibrations.

Various classes of work in which women are frequently employed are listed in the regulations as examples of what is generally prohibited. The examples include jobs that require:

—lifting of weights by hand (10 pounds,

*Information for this article was provided by the Federal Republic of Germany.

if lifted regularly without mechanical aid, or 20 pounds if lifted occasionally);
—having to stand continuously, if there is no provision for short periods of rest;
—stretching, bending or stooping;
—the operation of machinery requiring extensive foot action; and
—exposure to occupational disease.

Assembly-line work requiring a prescribed speed is also forbidden for pregnant women. The local inspector of labour has discretionary powers, however, to grant exceptions in cases where there is no possibility that the work or speed of work will be harmful to the mother or her child.

Working Environment

Employers are required to provide suitable arrangements in the work-place to protect the life and health of a woman worker who is either pregnant or nursing. These may include special conditioning of machinery and tools, and provision for sitting down or taking a short rest if the work involves continuous standing or moving about. On the other hand, where work requires that the woman be seated continuously, she must be allowed to interrupt her work for a short period from time to time in order to move about.

The Federal Minister of Labour is authorized to issue regulations making it compulsory for an employer to arrange suitable rest rooms where expectant or nursing mothers can lie down. Further, the local labour inspector is granted authority in special cases to order that appropriate measures be taken to maintain the safety standards established by the Law.

Financial and Medical Benefits

It is the intention that, wherever possible, women shall not suffer any financial loss as a result of statutory prohibitions of employment for reasons of maternity. Under the Health Insurance Act of the Federal Republic of Germany, women workers who participate in the fund are entitled to receive both financial and medical maternity benefits.

The maternity allowance paid during the prohibited period of employment before and after childbirth is equal to the woman's average weekly pay over the previous three-month period. If leave is extended by reason of incapacity for work, the allowance payable is usually 50 to 70 per cent of wages, instead of the 100 per cent paid during normal leave. If a woman nurses her child, she receives an additional daily nursing allowance for a maximum period of 26 weeks.

Medical benefits under the Health Insurance Act include such items as midwifery assistance, the cost of prescribed drugs, minor accessories, and medical treatment during delivery or in case of complications during pregnancy. In addition, the Law requires that the employer allow a woman time off with pay for essential medical examinations related to her condition of pregnancy or childbirth.

Domestic servants to whom notice to terminate employment has been given are entitled, after completion of the fifth month of pregnancy, to special benefits from the Federal Government until they become eligible for regular maternity and nursing allowances. The maternity benefit is equivalent to the average wages, after deductions, paid during the 13 weeks preceding notice of termination of employment.

If a domestic servant has been employed for less than 13 weeks, the computation is based on the average earnings for the shorter period. In cases where this calculation becomes too complicated, the average daily wage of a woman doing the same type of work is used as a basis of compensation.

An unusual feature of the German Law is that, if a woman is not insured under the Health Insurance Act, the employer may be responsible for the stipend paid to her during the period of prohibited employment. Such an exaction placed upon the employer, even though it may entitle him to an income tax deduction, might seem to be a deterrent to the employment of women. The following comment from a brochure published by the Press and Information Office of the Federal Republic of Germany is therefore of particular interest:

> . . . in times when the labour market situation is poor, this protection . . . prejudices under certain circumstances the recruitment of married women in particular. On the other hand, with the flourishing state of trade that has for long been maintained, and the labour deficiency connected therewith, it is to be observed that the employers are concerned to make posts as attractive as possible beyond what the regulations prescribe. . . .

It is worth noting also that if, with permission from the authorities, the employer terminates the employment of an uninsured woman during pregnancy, she is entitled to a maternity allowance paid by the Federal Government.

Implementation of the Law

Factory inspectors employed by governments at various levels (i.e., federal, "land" and municipal) supervise the execution of provisions of the Law. The employer is obliged to provide all necessary information regarding the nature and periods of employment of pregnant and nursing women. These records must be kept available for at least two years after the last entry.

Criminal penalties may be applied in cases of violation of the regulations under the Act. Imprisonment of up to one year, plus fines of up to 5,000 marks may be levied in cases of deliberate violation of the Law, when the health or working capacity of the woman has been endangered. Smaller fines are imposed in situations where the violation is proved to have been due to negligence.

Reprint published on Employer 'Free Speech'

Under the title, "Employer 'Free Speech' in the United States and Canada," the Industrial Relations Centre of Queen's University has issued a reprint of an article published in the *Alberta Law Review* in 1965. The author is Bernard L. Adell, now a member of the Faculty of Law at Queen's University, where he specializes in labour law.

"Labour legislation in the United States and in every Canadian jurisdiction recognizes the right of employees to select trade unions as their agents for the purposes of collective bargaining, and imposes a corresponding duty upon employers to refrain from interfering with, or coercing their employees in the exercise of this right," the author says.

"It will be the purpose of this article to compare the extent to which American and Canadian courts and labour relations boards have, in enforcing the employer's statutory duty, placed limitations on what he may say to his employees during the course of a representation election campaign. In an attempt at reasonable clarity, it is proposed first to outline the growth of the tangled mass of American law on this subject. That having been done, it will be possible to look at the far smaller number of reported Canadian cases."

The book, which is priced at $2, cites decisions of the United States National Labor Relations Board, the federal Circuit Courts of Appeal, and the United States Supreme Court with regard to American law. Regarding Canadian law, it examines the interpretations of federal and provincial laws by the Canada Labour Relations Board, and by the various provincial labour relations boards.

Food Prices

Continued from page 290

of weight or measures be expressed simply in easily identifiable terms; and
—the essential information about a packaged product and its physical contents be stated in a prominent place on the label.

The Committee urged the Government not to wait for the findings of the Economic Council of Canada, which are expected to be available in the latter part of 1967, but to establish immediately a Department of Consumer Affairs headed by its own Minister. It urged also that immediate steps be taken to promote standardization and simplification of grades, nomenclature and packaging for commonly purchased consumer items.

Sales Promotion

The Committee did not reach any final conclusions about the effect of promotional devices on prices, but it did conclude that promotion should be used with restraint. It called price or quality promotion "desirable", but condemned competitive methods that create doubt or confusion. As an example of such methods, it cited the use of "cents-off" labels which, without stating the regular price, imply that a package is being sold below the regular retail price.

The Committee urged also that the proposed Department of Consumer Affairs examine the effectiveness of the prosecution procedures concerning misleading advertising, and it noted that more care should be used in the re-marking of prices of goods in the inventories of retail food stores. The members stated that they would conduct further investigations into the use of sales "gimmicks" such as trading stamps, games and contests. These, they said, should not be allowed to interfere with normal price competition.

The Committee strongly recommended that information concerning corporate activities be readily available for the scrutiny of parliamentarians, public officials, consumer groups, investment analysts and the academic community. "Such public disclosure would also be a spur to greater efficiency and productivity by preventing inefficient entrepreneurs from hiding their inefficiency from shareholders or public scrutiny." It observed that there was no reason why large public companies should be compelled to compete in the market place against other large private competitors whose operations are almost wholly secret, and "many of which are privately held, wholly-owned subsidiaries of non-Canadian parents."

The Committee therefore recommended that:
—the distinction between disclosure requirements for private and public companies be eliminated;
—the disclosure requirements for both public and private companies be enlarged to give the public sufficient information on corporate activities for continuous analysis and comparison.

Food Chain Profits

The Committee maintained that profitability could be measured by examining net profit after taxes as a percentage of gross sales, but it admitted that this method of comparing profit levels had some deficiencies, and that an analysis should also be made of profits in relation to invested capital. The Committee retained the services of a firm specializing in management consulting and accounting to conduct a study in this field.

Experts who testified said that in the late stages of an expansionary period, there tended to be a squeeze on profit margins resulting from rising costs and the inability of sellers in competitive markets to raise prices sufficiently to counteract them.

"In the time available . . . it was not possible to ascertain all the facts necessary to reach any firm conclusion," regarding advertising costs, the Committee said, but it did state that there was evidence that the market power of the retail level of the food industry was sufficiently strong to shift some of the burden of advertising costs to food processors or manufacturers.

Concentration of Power

During its investigations, the Committee uncovered evidence of great concentration of market power in one food empire. Describing the disclosure as "an astonishing revelation, the enormity of which surprised even the sophisticated," the Committee went on to say that further investigation and appraisal would be needed to reveal all the implications of this company's vast holdings, and its control over food and other related aspects of the economy.

Other investigation revealed that the detergent and soap industry "was controlled by three giants, having among them 85 and 90 per cent of the total business." The Committee pointed out also that five great corporate food chains and the voluntary chains together control more than 75 per cent of the grocery business in urban areas—and the percentage is increasing. Further, in one part of the food processing industry, one firm controls 100 per cent of markets in the Maritimes and Western Canada, and at least 80 per cent of the markets in Ontario and Quebec.

The domination of a few large corporations in some sectors of the Canadian economy is clearly evident, the Committee reported, and this situation gives rise to the question, "Is this in the public interest?" The Committee declared that this question should be answered — and it recommended a thorough assessment of the food industry to discover whether the market power of any group is sufficient to impair the workings of a competitive market, and whether there are undue barriers to entry into the market. In addition, monopolistic tendencies should be made public, they said.

In its final conclusions, the Committee agreed with the many witnesses who believe that Government price control is not the answer to price stability. As members pointed out, however, the federal Government does not have the constitutional power to enter this field.

Inquiry commission to study trucking industry

C. A. L. Murchison, Q.C., Ottawa, was appointed in April by the Minister of Labour to head an inquiry commission to study the application of the Part I hours-of-work provisions of the Canada Labour (Standards) Code to the inter-provincial and international trucking industry. A native of Souris, Man., Mr. Murchison is a former Commissioner of the Unemployment Insurance Commission (L.G. 1964, p. 937).

The commission was set up in response to requests received from the Canadian Trucking Association Inc., the Canadian Warehousing Association, and other employers who had complained that the application of the hours-of-work provisions of the Code could be detrimental to their operations.

Inland shipping and the Labour Code

A recently completed survey of hours of work in the shipping industry on the Great Lakes and the St. Lawrence River was approved by representatives of Canadian Maritime unions and the Dominion Marine Association, who met with Department of Labour officials in March.

Culminating from the meeting, a union-management committee was set up to develop practical measures for bringing the industry within the requirements of the Canada Labour (Standards) Code.

PRICE INDEXES

Consumer, February 1967

The consumer price index (1949=100) advanced 0.1 per cent to 146.1 at the beginning of February from 146.0 in January. The February 1967 index was 2.8 per cent higher than the February 1966 figure of 142.1. In the current period, only the food component recorded a decrease; all the remaining components showed increases.

The food index declined 0.6 per cent to 144.1 from 144.9 in January. Lower prices were reported for most fats including butter, eggs, grapefruit and bananas, some processed and frozen fruits and juices, canned and frozen peas, fresh tomatoes, poultry, and all cuts of pork and beef except blade roast, stewing beef and hamburg. Prices were higher for all dairy products except cheese, as well as for bread, tea, apples, root vegetables, cabbage and lettuce, fresh and frozen fish, lamb and veal.

The housing index rose 0.1 per cent to 147.7 from 147.6 as a result of increases for rentals, new houses and dwelling insurance.

The clothing index advanced 0.4 per cent to 129.1 from 128.6. Higher prices for most items of men's and women's wear and piece goods outweighed lower prices in footwear and many items of children's wear.

The transportation index rose 1.3 per cent to 155.0 from 153.0. The increase reflected generally higher prices for gasoline, motor oil and car insurance.

The health and personal care index increased fractionally to 185.1, up 0.1 per cent from 184.9. The recreation and reading index rose 1.1 per cent to 163.6 from 161.9 General price increases for magazine subscriptions accounted for the rise in the reading component, and higher prices for camera film and bicycles caused an advance in the recreation component. The tobacco and alcohol index increased 0.2 per cent to 126.8 from 126.5, reflecting increases in the prices of cigarettes, beer and alcohol.

Group indexes a year earlier (February 1966) were: food, 142.5; housing (shelter and household operation), 143.1; clothing, 123.3; transportation, 150.0; health and personal care, 178.1; recreation and reading, 156.4; tobacco and alcohol, 123.4.

City Consumer, February 1967

The consumer price indexes (1949 = 100) advanced in four of the ten cities, declined in three and remained constant in three between January and February 1967. Movements ranged from an increase of 0.5 per cent in Montreal to a decrease of 0.3 per cent in St. John's.

Food indexes declined in eight cities and rose in two. Housing and clothing indexes advanced in seven of the ten regional cities and remained unchanged in three. Transportation indexes rose in seven cities and declined in three.

Health and personal care indexes increased in seven cities, decreased in one and displayed no change in two. Recreation and reading indexes rose in all cities, with increases ranging from a high of 2.7 per cent in Ottawa to a low of 0.7 in Toronto. Tobacco and alcohol indexes were higher in five cities, lower in one and unchanged in four.

Regional consumer price index point changes between January and February were as follows: Montreal +0.7 to 144.8; Winnipeg +0.4 to 141.1; Halifax +0.3 to 139.3; Saint John +0.3 to 143.3; Toronto —0.1 to 148.1; Saskatoon-Regina —0.3 to 137.0; St. Johns* —0.4 to 126.6; Ottawa remained unchanged at 145.2; Edmonton-Calgary remained unchanged at 136.6; Vancouver remained unchanged at 140.9;

Wholesale, January 1967

The general wholesale index dropped slightly in January to 260.7 from the December 1966 index of 261.3 but was 1.3 per cent higher than the January 1966 index of 257.4. Four of the eight major group indexes decreased while four increased.

The animal products group index declined 0.7 per cent to 295.1 from 297.2 on lower prices for livestock, fishery products, cured meats, and eggs. A decline of 0.6 per cent to 250.4 from 251.9 in textile products group index reflected lower prices for worsted and wool cloth, cotton fabrics and miscellaneous fibre products. The wood products group index moved down 0.6 per cent to 338.9 from 341.1 because of lower prices for newsprint, cedar and fir. The non-ferrous metals products group index declined slightly to 232.5 from 232.6.

Price increases for prepared paints, soaps and detergents were responsible for an advance of 0.8 per cent in the chemical products group index to 214.0 from 212.3. The non-metallic minerals products group index moved up 0.4 per cent to 195.8 from 195.1. Minor increases occurred in the two major group indexes, vegetable products, 229.4 from 229.1, and iron products, 267.3 from 266.9.

*On base June 1951=100.

Farm Product Prices

The index of Canadian farm products prices at terminal markets (1935-39 = 100) declined 0.3 per cent to 248.4 from 249.2 in the three-week period ended February 24. The field products index moved down 1.3 per cent to 173.3 from 175.5, and the animal products index advanced 0.2 per cent to 323.6 from 323.0.

Building Materials

The price index of residential building materials (1935-39=100) increased in January by 0.3 per cent to 348.0 from 346.8 in December, and to 152.6 from 152.1 on the base 1949=100. The price index of non-residential building materials (1949=100) advanced by 0.6 per cent to 150.5 from 149.6.

U.S. Consumer, January 1967

The United States consumer price index (1957-59=100) remained stable in January for the first time in a year. The index stood at 114.7, the same as in December. A year ago in January the index was 111.0.

The list of declines in January in food prices was headed by beef, poultry and eggs. The price decreases for these three items more than offset increases in the prices of fresh fruits and vegetables. The price of new cars, used cars and apparel also dropped.

Increases were mainly in services. Medical services, which rose by nearly 1 per cent during the month, are now 8½ per cent higher than they were a year ago. Rents and the cost of household services were also up.

Employment and Unemployment in February

Employment, estimated at 6,980,000 was practically unchanged between January and February. The labour force, which increased by 12,000 to 7,376,000 during the period, was 254,000, or 3.6 per cent higher than a year earlier. Employment was 214,000, or 3.2 per cent higher than in February 1966.

Unemployment, at 396,000, was 15,000 higher than the January figure of 381,000, and was 40,000 higher than a year ago.

The unemployment rate in February represented 5.4 per cent of the labour force, compared with 5.0 per cent in February 1966 and 5.8 per cent in February 1965. The seasonally adjusted rate for February of this year was 3.8 per cent.

Employment in February was relatively unchanged from January. In non-agricultural industries, employment increases in manufacturing and service were partly offset by decreases in construction and trade. Farm employment declined by 14,000 between January and February.

Non-farm employment, at 6,543,000 in February, was 246,000 higher than a year ago. The largest increases were in manufacturing, service, transportation and other utilities, and trade. Agricultural employment declined during the year, the February estimate of 437,000 being 32,000 lower than a year earlier.

Unemployment

Unemployment increased by 15,000 to 396,000 between January and February, a slightly higher increase for this period.

Of the 396,000 unemployed in February, 310,000, or 78 per cent of the total, had been unemployed for less than four months. About 57,000 had been unemployed for four to six months and 29,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days —to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployed insurance beneficiaries from registration.

Wage Schedules Prepared In January

During January, the Department of Labour prepared 266 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 182 contracts in these categories were awarded. In addition, 74 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in January for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	143	$441,967.00
Post Office	7	123,155.73
RCMP	2	25,960.35
Transport	2	156,473.16

During January the sum of $6,593.26 was collected from 18 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 319 workers concerned.

B.C. Department of Labour observes 50th anniversary

The British Columbia Department of Labour, created in May 1917 and currently headed by Hon. L. R. Peterson, QC, Minister of Labour and Minister of Education, this year marks its 50th anniversary. The province's first Minister of Labour was Hon. J. W. de B. Farris, QC, (L.G. 1917, p. 422) and J. D. McNiven its first Deputy Minister of Labour.

In his address in reply to the Speech from the Throne at this year's first session of the Legislature, Mr. Peterson outlined some of the obstacles that had been met and surmounted during the Department's history, and suggested that, "Today, the British Columbia Department of Labour ranks in the forefront of departments of labour in North America in its service to people, and I wish to pay special tribute to the men and women of the Department who have made this possible. . . ."

In the beginning, Mr. Peterson said, there were no minimum wage regulations, no holidays with pay, no Women's Bureau, no Research Branch, and no adequate labour legislation or apprenticeship and industrial training programs—all of which are now available.

During 1966, he pointed out, the Government created the British Columbia Labour-Management Committee, composed of representatives of labour, management and government, with a view to encouraging more meaningful communications between the three parties.

"The Committee is . . . considering what steps it can take to conduct a thorough review of the use of injunctions in labour disputes," said Mr. Peterson, "the best method of achieving liaison between itself and the federal Department of Manpower and Immigration, and the effects of a reduced work week in industry. . . . We expect this Committee to make a significant contribution to the industrial harmony of the province."

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		000's		
TOTAL CIVILIAN LABOUR FORCE*	Feb. 15	7,376	+ 0.2	+ 3.6
Employed	Feb. 15	6,980	− 0.1	+ 3.2
Agriculture	Feb. 15	437	− 3.1	− 6.8
Non-agriculture	Feb. 15	6,543	+ 0.2	+ 3.9
Paid workers	Feb. 15	6,027	+ 0.1	+ 4.9
At work 35 hours or more	Feb. 15	5,741	− 1.4	+ 1.5
At work less than 35 hours	Feb. 15	995	+ 5.7	+ 11.7
Employed but not at work	Feb. 15	244	+ 11.4	+ 10.9
Unemployed	Feb. 15	396	+ 3.9	+ 11.2
Atlantic	Feb. 15	62	+ 5.1	− 4.6
Quebec	Feb. 15	149	+ 12.0	+ 11.2
Ontario	Feb. 15	101	− 1.0	+ 23.2
Prairie	Feb. 15	39	+ 2.6	− 4.9
Pacific	Feb. 15	45	− 8.2	+ 32.4
Without work and seeking work	Feb. 15	359	+ 5.0	+ 9.8
On temporary layoff up to 30 days	Feb. 15	37	− 5.1	+ 27.6
INDUSTRIAL EMPLOYMENT (1961=100)	November	123.7	− 0.4	+ 4.2
Manufacturing employment (1961=100)	November	125.1	− 0.7	+ 3.7
IMMIGRATION	Year 1966	194,743		+ 32.7
Destined to the labour force	Year 1966	99,210		+ 33.7
STRIKES AND LOCKOUTS				
Strikes and lockouts	February	67	+ 6.3	− 11.9
Number of workers involved	February	87,149	+218.6	+373.6
Duration in man days	February	489,600	+108.3	+105.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	November	$98.92	− 0.5	+ 5.9
Average hourly earnings (mfg.)	November	$ 2.30	+ 0.4	+ 6.5
Average hours worked per week (mfg.)	November	41.0	− 0.5	− 1.2
Average weekly wages (mfg.)	November	$94.35	− 0.2	+ 5.1
Consumer price index (1949=100)	February	146.1	+ 0.1	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961=100)	November	112.2	− 0.5	+ 1.4
Total labour income 000,000	November	$2,564	− 1.0	+ 11.8
INDUSTRIAL PRODUCTION				
Total (average 1949=100)	January	—	—	—
Manufacturing	January	—	—	—
Durables	January	—	—	—
Non-durables	January	—	—	—
NEW RESIDENTIAL CONSTRUCTION†				
Starts	January	5,482	− 39.1	− 29.6
Completions	January	8,701	− 17.4	+ 6.7
Under construction	January	68,240	− 4.5	− 32.2

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

NOTE: Dashes indicate data unavailable at press time.

Women in the Labour Force, 1966

The number of women in the labour force and in employment in Canada passed the two-million mark in 1965, and continued to rise in 1966, according to the most recent issue of *Facts and Figures about Women in the Labour Force,* which indicates trends in women's employment. The report is based on annual averages compiled by the Special Surveys Division of the Dominion Bureau of Statistics, and it provides a comparison between the figures for the year 1961 and those for 1966.

The "labour force," as indicated in the report, consists of those members of the non-institutional civilian population who are over 14 years of age, and who were employed or seeking employment at the time of the survey. It includes paid workers, self-employed workers, employers and unpaid family workers. The term "employed" includes all those in paid employment, unpaid family workers, and those with a job who were not at work because of weather, illness, industrial dispute, vacations, or time taken off for other reasons. Housewives and students who worked part-time during the survey week are also included.

In the five-year period under review, the increase of women in employment was 29.6 per cent, more than double the rate of increase in the female population of 12.1 per cent. By contrast, from 1961 to 1966 the male population grew by 11.5 per cent and male employment by 13.7 per cent. Numerically, the female population over 14 years of age in 1966 exceeded the male population by 118,000; but men in employment outnumbered their female co-workers by nearly 3,000,000.

Regions

Nearly 500,000 women were added to the Canadian labour force in the five-year period, and by 1966, women represented 30 per cent of the total.

Ontario, with 850,000 women in the labour force, and Quebec with 623,000, together accounted for two thirds of all working women in Canada in 1966.

Age Groups

In both 1961 and 1966 almost half the women in the labour force were over 35 years of age, the largest number being in the 35-to-44 age group, which accounted for a fifth of the total in each year. The largest numerical increase, 112,000, was in the 20-to-24 age group, followed by the 45-to-54 age group, which increased by 98,000 during the five-year period.

Participation Rate

Of the female population of Canada, 32.8 per cent participated in the labour force in 1966 compared with 28.7 per cent in 1961. The male labour force participation rate* declined from 79.8 to 77.8 per cent in the same period.

The 14-to-19 age group of women was the only one to show a decline in the participation rate—from 32.3 in 1961 to 31.4 in 1966. The rate for those over 65 years of age remained at 5.9 per cent, unchanged from the situation in 1961; but of those between the ages of 65 and 69, slightly more than one in 10 was in the labour force in 1966. This represents a small decline from 1965.

In all other groups, there was some increase in the participation rate. The largest was in the 45-to-54 age group, with an increase of 5.7 per cent, followed closely by the 35-to-44 age group, with an increase of 5.5 per cent, and those of the 55-to-64 age group, with an increase of 5.2 per cent. In this last group, the participation rate, which was 15.8 per cent in 1956, rose to 23.2 per cent in 1961 and to 28.4 per cent in 1966.

The participation rate of married women in the female force continued to increase, rising from 20.8 per cent in 1961 to 26.8 per cent in 1966. The rate for single women dropped slightly from 51.4 per cent in 1961 to 49.7 per cent five years later. In numbers, more than 339,000 married women joined the labour force during the period. As a percentage of women employed, married women passed the half-way mark, and represented 52.5 per cent of those working in 1966.

The proportion of single women in the population increased from 23.8 in 1961 to 25.6 in 1966; but, as a percentage of the female labour force, dropped from 42.5 to 38.7 per cent during the period. Women who were widowed, divorced or separated accounted for approximately 10 per cent of the total female population and remained a fairly constant proportion of the labour force and of those employed during the period under review.

*The labour force as a percentage of the population.

Hours of Work

In 1961, 57.5 per cent of the women in employment worked between 35 and 44 hours a week, but the proportion dropped to 55 per cent in 1966, indicating a trend toward a shorter work week. The number working more than 44 hours dropped from 14.5 per cent to 11.7 per cent during the same period. In 1966, one out of every three women worked less than 35 hours, compared with 28 per cent in 1961.

Men and Women

There was also a trend toward shorter hours for men, but to a much lesser extent than for women. In 1966, 34 per cent of male workers were still working longer than 44 hours per week, compared with 11.7 per cent of women workers; in 1961, the ratio had been 35.7 per cent for men and 14.5 per cent for women.

Industry and Occupation

In establishments classified as being in the community, business and personal service group, women comprised slightly more than three in five of all workers employed in 1966. This industry classification is second to manufacturing in the total number of employees. In manufacturing, the ratio of women to all workers is one to five. Almost half the employees in finance, insurance and real estate are women.

In the two largest occupational groups where women predominate, there has been little change since 1961. In 1966, two thirds of all clerical workers, and more than half those in service and recreation occupations were women.

Facts and Figures about Women in the Labour Force, 1966 may be obtained on request from the Women's Bureau, Canada Department of Labour.

By the Civilian Rehabilitation Branch
Department of Manpower and Immigration

Vocational Rehabilitation in Review

With the enactment of the Vocational Rehabilitation of Disabled Persons Bill in 1961, the plan was that every disabled Canadian would receive all possible assistance to enable him to become a productive citizen, sharing in the country's prosperity and entering as fully as possible into the life of his community.

Since then, 10,247 handicapped persons have been reported by the provinces as rehabilitated under the federal-provincial Vocational Rehabilitation Program. These people represent only those who required special assistance to obtain gainful employment. Many of the handicapped are already in Canada's labour force competing successfully with their non-handicapped workmates. There are other handicapped persons, however, who still need help to find work.

Because Canada's statistics on the number of disabled persons and the kinds of disabilities most prevalent are meagre, a review of some of the cases that have come to the notice of the rehabilitation program may help to reveal some of the needs and the possibilities. All of the following cases have been selected at random from reports submitted during 1966-67.

A man of 28 with a Grade 13 education had never worked because of a congenital spastic condition which made it necessary for him to use two canes. He was receiving a Disabled Persons Allowance. This young man was given counselling and provided with training in engineering technology at the Ryerson Institute of Technology in Toronto. When he completed his training, the Institute placed him as a computer programmer. Today he earns more than $5,000 a year.

A woman, 45 years of age, had been a power machine operator all her life, but arthritis had caused weakness in her right hand and arm and she was unemployed. After counselling, she was given clerical training, and a Canada Manpower Centre found employment for her as a clerk-bookkeeper at $240 a month.

A man of 27 had a tumor removed from his spinal cord. The operation left him paralysed in the lower limbs, and with weakened arms and shoulders. Previously he had been a farm labourer, but after his illness, he became dependent upon his family for support. He was given counselling, medical care and physio-therapy. A training-on-the-job situation was found for him, and he is now employed as an auto parts clerk at $200 a month.

Congenital deformities in the hands and feet of an 18-year-old man had produced an inferiority complex, and at the time of his referral he was being supported by his mother. He was provided with counselling and medical and psychiatric treatment, and then given training in diesel mechanics. Now, four years later, he is employed as a marine diesel operator and earns $300 a month.

A man of 29 had been employed as a meat cutter. His right hand was amputated as a result of frostbite, and he was on social assistance at the time of his referral to the rehabilitation service. He was given counselling, medical service, surgical treatment and occupational therapy, and was provided with a hand prosthesis. This enabled him to return to his former occupation with his previous employer.

A young man with a Grade 10 education had congenital defective vision. He had worked only as a casual labourer, and at the time of referral was unemployed and dependent on relatives. After counselling, he was enrolled in a training course in plumbing at the district vocational school. He completed his training and was placed by the employment service as a plumber. He now earns about $550 a month.

A 19-year-old man lost his left hand and right eye. He had completed Grade 11 at school but became dependent on relatives for support. Following counselling, and medical and surgical treatment, he took a bookkeeping course at the district vocational school and was able to obtain employment as an office clerk at $350 a month.

Some handicaps are much more difficult to surmount. There is the case of a 22-year-old woman who is a quadriplegic because of polio. She had Grade 10 education and was receiving a Disabled Persons Allowance. She received counselling, medical treatment, physiotherapy and occupational therapy, and was given an electric wheelchair. After a course in shorthand and typing, she was provided with an electric typewriter. The Canada Manpower Centre subsequently found employment for her as a typist in a hospital, and she is now completely self-supporting.

A handicap is not necessarily physical. A young mentally retarded girl of 16 was referred for work assessment and work adjustment training to the Centre for Vocational Services in Hamilton, Ont. After a period of adjustment training, the Centre was able to place her in employment as a domestic earning $60 a month plus her room and board. She is filling a useful place in the life of her community.

The Minister of Manpower and Immigration, Mr. Marchand, stated in a recent address that "the Department of Manpower and Immigration seeks to create the opportunities and conditions that allow people to obtain and hold jobs for which they are best suited and which, in turn, make them most productive."

Although Mr. Marchand was not referring specifically to the Vocational Rehabilitation Program, his words were, in effect, a statement of its policy.

By the Section on Older Workers
Civilian Rehabilitation Branch
Department of Manpower and Immigration

Policies for the Employment Of Older Workers

The preference for younger persons, and the views held by some employers concerning older workers as a class, constitute barriers to a fair appraisal of their personal competence and potentialities, says a report by a committee of the Organization for Economic Co-operation and Development. Published in January, the report contains the conclusions of the Manpower and Social Affairs Committee of the OECD on policies for the employment of older workers.

The committee cites the prevalence of formal or informal age limits in hiring and job placements as evidence of these attitudes, notwithstanding that exceptions are made and limits relaxed in periods of labour shortage.

The report goes on to say that, where discrimination exists against older persons, it is sometimes derived from institutional rules such as personnel practices favouring internal promotion or insurance plans. It is often reinforced by the failure of hiring officers to ascertain the individual's abilities and qualifications, or the inadequacy of existing tests of personal capacity or performance. Limited knowledge of special techniques of job redesign and training methods for older workers tend to strengthen resistance to their employment, according to the committee's conclusions.

The OECD paper suggests that general programs for health, education and vocational training should be available to workers of all ages to promote mental and physical adaptability to changing job requirements and social needs. Some older workers have social and psychological problems that call for vocational rehabilitation. Therapeutic, health, and rehabilitative aid, social case-work counselling, and educational services for hard-to-place individuals are mentioned as measures to help some older persons to adjust to current labour market standards.

The report advocates the use of training methods specifically adapted to the learning needs of older persons. Preparatory general education may be required by individuals prior to occupational training for suitable available jobs, and such training should be carried out under conditions providing personal security in an environment in which there is as little distraction as possible.

The document recommends the use of a special educational program designed to persuade employers to consider older applicants on their individual merits, and to discourage the imposition of maximum age limits.

Regarding pensions and retirement, the committee suggests that pension systems should allow for flexible retirement from work. It makes an exception in cases in which job requirements indicate otherwise. Private and public bodies concerned with retirement benefit or pensions systems should be encouraged to review their practice to permit, by legislation or regulation, greater personal choice as to age of retirement.

The committee has sponsored studies on several aspects of the employment of older workers related to job redesign, training methods, placement techniques for older workers; and also on a flexible retirement age for continued employment of older workers. An international management seminar and a regional multipartite seminar on job redesign and occupational training for older workers followed these studies. The committee was persuaded that a wider knowledge and use of the findings of the reports mentioned above would contribute to the attainment of the objectives of an active manpower policy.

The committee's study of the employment experience of persons of 40 years of age and older indicated that some of them could profit from assistance in adjustment to the labour market, and that specific programs for promoting their employment would increase the numbers of older persons actively participating in the economy.

Countries with relatively full employment and labour shortages could thereby bring unemployed, underemployed and prematurely retired older workers into their active labour force. The study suggests that, in furthering their social aims, developed countries with less than full employment should consider active participation of older workers, thus enabling individuals themselves to gain opportunities for satisfying employment.

The following OECD papers related to job redesign or special training techniques are available free, in English and French, from the Section on Older Workers, Vocational Rehabilitation, Department of Manpower and Immigration, Ottawa:

The Older Worker in a Changing Employment Environment—Ian Campbell.

Re-designing Jobs for Older Workers—K. F. H. Murrell, Welsh College of Advanced Technology, U.K.

Various Cases of Job Re-design for Older Workers—Dr. Paule Rey, O.E.C.D. Consultant.

The Adjustment of Older Workers to Highly Mechanized Work — Dr. C. A. Heijbel, Sweden.

Vocational Training Methods for Older Workers in the French Railways — A. Coqueret, France.

Job Re-design and Occupational Training—Attitude and Role of Employers and Their Organizations — Bernard Vrillon, Deputy General Secretary of the Social Commission, French Employers' Association.

Job Engineering and Job Re-assignment for the Older Worker in American Industry—Albert J. Abrams.

Training Older Workers in New Skills —Lawrence Williams.

Certification and Other Proceedings Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for three days during February. The Board granted five applications for certification, rejected two such applications, and ordered two representation votes. The Board also granted one request for a review of an earlier decision and one application for revocation of certification. During the month, the Board received seven applications for certification, and allowed the withdrawal of two such applications.

Applications for Certification Granted

1. Truckers, Cartagemen, Construction & Building Material Employees' Union Local 362, General Truck Drivers and Helpers, and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Northern Industrial Carriers Ltd., Edmonton, Alta. (L.G., Mar., p. 190) (See also item No. 2, under Applications for Certification Rejected).

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed employees employed aboard the *Lac Vancouver* by Steltner Development & Manufacturing Company Limited, St. Catharines, Ont. (L.G., Feb., p. 128).

3. International Association of Machinists and Aerospace Workers, on behalf of a unit of ticket and reservation office employees employed by Aeronaves de Mexico, S.A., at Montreal and Toronto (L.G., Mar., p. 190).

4. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of furniture-moving employees employed in the Oakville Branch of M. Rawlinson, Limited, Toronto, Ont. (L.G., Mar., p. 190).

5. Professional Transport Workers' Union of Canada on behalf of a unit of drivers employed by Mid-West Tankers Ltd., Edmonton, Alta. (L.G., Apr., p. 246).

Applications for Certification Rejected

Canadian Union of Public Employees, applicant, Canadian Broadcasting Corporation, respondent, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener (L.G., Jan., p. 40) (Reasons for Judgment issued).

2. Professional Transport Workers' Union of Canada, applicant, Northern Industrial Carriers Ltd., Edmonton, Alta., respondent, and Truckers, Cartagemen, Construction & Building Material Employees' Union Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L.G., Mar., p. 190) (See also item No. 1 of Applications for Certification Granted). The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

Representation Votes Ordered

1. *Syndicat des employes de Transport de St. Rémi,* applicant, and *Houle Express Ltée.,* St. Rémi, Que., respondent. (L.G., Apr., p. 246) (Returning Officer: R. L. Fournier).

2. Canadian Air Line Pilots' Association, applicant, and Central Airways/ Wong Aviation Limited, Toronto, Ont., respondent (L.G., Feb., p. 128) (Returning Officer: S. Emmerson).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Request for Review Granted

The Board granted a request by the International Association of Machinists and Aerospace Workers for a review of the Board's order dated January 12, 1965 which certified the union as the bargaining agent for a unit of various classifications of employees of Atomic Energy of Canada Limited, employed in the Maintenance Section of the Engineering Branch of the company's Whiteshell Nuclear Research Establishment at Pinawa, Man. The Board directed that the applicant's certificate be amended by adding to the bargaining unit certain employees in the company's Stores Section, Administration Division, Whiteshell Nuclear Research Establishment (L.G. 1965, p. 245).

Application for Revocation Granted

Lorne McEwen and William Publow, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers' Union Local 91, General Truck Drivers' Union Local 938, and Transport Drivers, Warehousemen and Helpers' Union Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondents (L.G., Mar., p. 190). The application was for revocation of the Board's order dated July 27, 1964 certifying the respondent unions as bargaining agent for a unit of employees of the respondent company. The granting of the application followed a representation vote ordered by the Board.

Applications for Certification Received

1. *Syndicat National des Employés des Minoteries Phenix (CSN)* on behalf of a unit of employees of Eastern Canada Flour Mills, Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

2. *Syndicat National des Employés du Port de Montreal (CSN)* on behalf of a unit of cold storage warehouse and refrigeration engineers employed by the National Harbours Board at Montreal, Que. (Investigating Officer: C. E. Poirier).

3. International Association of Machinists and Aerospace Workers on behalf of a unit of pilots and co-pilots employed by Northern Wings Limited, Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

4. Chauffeurs, Teamsters and Helpers' Union Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Motorways Van Lines Ltd., carrying on business under the name and style of Security Storage Division of Motorways Van Lines Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

5. Chauffeurs, Teamsters, and Helpers' Union Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Smeed's Moving & Storage Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

6. Building Material, Construction and Fuel Truck Drivers' Union Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of H. M. Trimble & Sons Ltd., Calgary, Alta. (Investigating Officer: D. H. Cameron).

7. Canadian Merchant Service Guild, on behalf of a unit of licensed personnel employed on vessels operated by Blue Peter Steamships Limited, St. John's, Nfld. (Investigating Officer: W. J. Gillies).

Applications for Certification Withdrawn

1. Licensed Aircraft Engineers, Local 1642, CLC, applicant, and Bristol Aviation Services Ltd., Dorval, Que., respondent (L.G., Apr., p. 246).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 141, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 938, General Truck Drivers' Union, applicant, and Boyes Transport Limited, Malton, Ont., respondent (L.G., Apr., p. 246).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

OFL educational conference held at Niagara Falls

To obtain changes in labour legislation, Canadian labour should use the methods it employed in an earlier campaign to secure human rights legislation, Prof. H. W. Arthurs of Osgoode Hall Law School, Toronto, told more than 1,000 delegates representing labour, the legal profession and governments at the Ontario Federation of Labour educational conference, held at Niagara Falls in February.

Prof. Arthurs observed that the human rights campaign succeeded because "it was designed to make legally effective a public policy in favour of racial justice to which political leaders and opinion makers were already morally committed. . . ."

On the subject of injunctions, Prof. Arthurs said that labour should seek to have the widely accepted rights of free speech and assembly and of due process made effective in this context. He suggested creation of a legislative code of picketing that would give courts a clear yardstick, and the adoption of special procedures appropriate to labour litigation.

William Dodge, Executive Vice-President of the Canadian Labour Congress, expressed the view that injunctions are instruments favouring one class of society over another. He added that "there are no boards, commissions, experts or arbitrators of any description capable of making wide decisions as effectively as the free bargaining system. . . ."

Conciliation and Other Proceedings Before the Minister of Labour

By the Conciliation and Arbitration Branch

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (Conciliation Officer: T. B. McRae).

2. *Martel Express Ltée,* Farnham, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

3. Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., and Local 564, International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: J. D. Meredith).

4. Atomic Energy of Canada Limited, Pinawa, Man., and Lodge 608, International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel).

5. Atomic Energy of Canada Limited, Pinawa, Man., and Local 938, Canadian Union of Public Employees (Conciliation Officer: A. E. Koppel).

6. National Harbours Board (Quebec harbour police) and Public Service Alliance of Canada (Conciliation Officer: C. E. Poirier).

7. Atomic Energy of Canada Limited, Pinawa, Man., and Local 308, Building Service Employees' International Union (Conciliation Officer: A. E. Koppel).

8. National Harbours Board, and Public Service Alliance of Canada (Prescott elevator group) (Conciliation Officer: T. B. McRae).

9. B. C. Air Lines Limited, Vancouver International Airport, and Local 234, Canadian Brotherhood of Railway Transport and General Workers (Conciliation Officer: D. S. Tysoe).

10. *Radio Lac St-Jean Ltée (CFGT)* Alma, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

11. Central Truck Lines Limited, North Bay, Ont., and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

12. Canadian National Railways (Borden—Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (Conciliation Officer: H. R. Pettigrove).

13. *Radio Iberville Ltée,* Ville Jacques-Cartier, Que., and *Syndicat Général de la Radio CSN (CHRS)* (Conciliation Officer: R. L. Fournier).

14. Allied Aviation Service Company of Newfoundland, Limited, and Lodge 927, International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies).

Settlements by Conciliation Officers

1. Alaska Cruise Lines, Ltd., Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 191).

2. Central Truck Lines Limited, Val d'Or, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier) (L.G., March, p. 191).

3. The Cumberland Railway Company (Sydney and Louisburg Division) and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: D. T. Cochrane) (L.G., Feb., p. 129).

4. New Imperial Mines Ltd., Whitehorse, Y.T., and Local 924, International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: J. D. Meredith) (L.G., Feb., p. 129).

5. Canadian National Steamship Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: J. D. Meredith) (L.G., Feb., p. 129).

Conciliation Board Appointed

National Harbours Board, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., Apr., p. 248).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between *Radio Saguenay Limitée* (CKRS and CKRS-TV) Jonquière, Que., and National Association of Broadcast Employees and Technicians (L.G., Apr., p. 248) was fully constituted in February with the appointment of His Honour Judge René Lippé of Montreal, as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Claude Lavery and union nominee Claude Trudel, both of Montreal.

2. The Board of Conciliation and Investigation established in January to deal with a dispute between Pacific Western Airlines Limited (IFR pilots) Vancouver International Airport, and Canadian Air Line Pilots' Association (L.G., Apr., p. 248) was fully constituted in February with the appointment of George W. Rogers of Vancouver, as Chairman. Mr. Rogers was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee E. A. Alexander, Q.C., and union nominee P. Baskin, both of Vancouver.

Board Report Received

CHAB Ltd. (CHAB-TV) Moose Jaw, Sask., and National Association of Broadcast Employees and Technicians (L.G., March, p. 191).

Strikes Terminated During February

1. *CKCV (Quebec) Limitée,* Quebec City, Que., and National Association of Broadcast Employees and Technicians (L.G., Oct. 1966, p. 591).

2. Taggart Service Limited, Ottawa, Ont., and Locals 91, 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1966, p. 662).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

By the Legislation Branch

Legal Decisions Affecting Labour

The Ontario Court of Appeal rules that an employee cannot sue for wages due under a collective agreement when the right to payment is disputed

The British Columbia Supreme Court rules that the B.C. Labour Relations Act applies to employees of Simon Fraser University

On November 15, 1966 the Ontario Court of Appeal, in dismissing an employee's appeal, ruled that the courts have jurisdiction to entertain a court action by an employee for pay in lieu of vacation due to him under a collective bargaining agreement, where the right to receive the payment is not disputed by the employer. But when the employer disputed the worker's claim for pay, the court was prevented from deciding this issue by the terms of the collective agreement regarding settlement of grievances and the provisions of the Labour Relations Act, because the court had no jurisdiction to interpret a collective agreement.

Circumstances of Dispute

Carl Close, the plaintiff in the case at bar, was a member of the Toronto Typographical Union, Local 91, which union was his duly certified bargaining agent. The plaintiff was entitled to the benefits of a collective bargaining agreement made between the union and the Globe and Mail Ltd., and dated December 11, 1961.

This agreement had originally been effective from January 1, 1961 to December 31, 1962; its terms and conditions had been continued in effect during the negotiations which took place between the parties for a new collective bargaining agreement. The negotiations had been continued for a long time prior to July 2, 1964, on which date the Globe and Mail Ltd. notified the Union and its members, who were working in the production of the defendant's daily newspaper, that certain changes would be introduced in the working arrangements as of July 9, 1964. On this latter date, the members of the union including the plaintiff went on strike and have not since returned to work.

The collective bargaining agreement contained in provisions as to vacation with pay sections 1301 to 1310. Section 1301 provided for three weeks vacation pay after one year of employment ending March 31. Section 1301A granted a fourth week of vacation with pay to employees who had completed 23 years of continuous service on or before March 31 in any year. Section 1304 provided that new employees, substitutes and extras who worked a portion of the year would receive one day of vacation with pay for the first nine days worked, and one day for each remaining 17 days worked, with a maximum of 15 days vacation for any vacation year; the employees to whom section 1301A applied would receive one day for the first seven days worked, and one day for each remaining 12 days worked, with a maximum of 20 days of vacation for any vacation year. Section 1310 provided:

> When a member's employment is terminated for any reason, he shall receive accumulated vacation credits in accordance with the applicable pro rata basis set out in Section 1304.

In the calendar year 1964, prior to the July 9, the plaintiff received one week's vacation with pay. After cessation of work, the defendant paid to him an amount of money representing two per cent of his pay earned from the 1st April 1964 to the 9th July, 1964.

Afterwards the plaintiff instituted an action for pay in lieu of vacation, calculating his claim on the normal amount of wages for three weeks, the remaining portion of the four-week vacation for which he claimed to be qualified due to his length of service.

The action was dismissed by the County Court Judge, and from the dismissal the plaintiff appealed to the Court of Appeal.

Company's and Employee's Submissions

In the Court of Appeal the defendant company submitted that by virtue of the Ontario Rights of Labour Act, the Ontario Labour Relations Act, and the collective bargaining agreement, the jurisdiction of the courts was ousted, leaving to the employee as his only remedy for the recovery of any amount due to him, the procedure set out in the collective bargaining agreement.

In support of the contention that the courts had jurisdiction to deal with the employee's claim, counsel for the employee relied on the judgment of Chief Justice McRuer in *Re Grottoli v. Lock & Son Ltd.* (L.G., 1964, p. 49).

In rendering the judgment of the Court of Appeal, Mr. Justice Kelly noted that, in the *Grottoli* case, the claim of the plaintiff was for the unpaid portion of vacation pay calculated at 4 per cent of his wages earned from July 1, 1956 to June 30, 1957. The plaintiff was a member

of a union which, as bargaining agent for the members of the union, had entered into a collective bargaining agreement with the defendant; this agreement provided for vacation pay at the rate of 4 per cent of earnings.

The defendant did not allege that the plaintiff had not become entitled to the amount claimed, but challenged the jurisdiction of the court to deal with the claim in the light of the collective bargaining agreement, the provisions of the Labour Relations Act, and the Rights of Labour Act. No question was raised in the courts as to the employee's entitlement to the amount claimed. Chief Justice McRuer held that the court had jurisdiction to hear and determine the employee's claim.

Unpaid Wages

Also, counsel for the employee brought to the attention of the court the decision of the Supreme Court of Canada in *Hamilton Street Railway Company v. Northcott* (L.G., Apr., p. 249), in which the Supreme Court ruled that the grievance procedures under collective agreement cannot deprive an employee of the right to sue for unpaid wages.

Mr. Justice Kelly noted further that, in the *Hamilton Street Railway Co.* case, an employee sued for unpaid wages to which he was entitled on the basis of the finding of the board of arbitration as to the meaning of the collective bargaining agreement. The board of arbitration made no award of specific compensation for the employee found to be so entitled.

The defendant company disputed the jurisdiction of the court to entertain the claim, and argued that the effect of the collective bargaining agreement, the Labour Relations Act, and the Rights of Labour Act was to oust the jurisdiction of the courts with respect to such a claim. Because the collective bargaining agreement had been interpreted by the board of arbitration, however, and the right of the employee to receive the amount claimed was not placed in issue, the courts upheld the jurisdiction of the court to entertain the employee's claim.

Mr. Justice Kelly added that, in the *Hamilton Street Railway Co.* case and the *Grottoli* case, the issue was whether an employee—being a member of a bargaining unit as agent for which a union had entered into a collective bargaining agreement with the employer — had the right of recourse to the courts for the enforcement of the payment to him of wages which the employer improperly withheld, although admitting them to be due and owing. These cases established beyond question that in such circumstances the jurisdiction of the courts is unaffected by the provisions of a collective bargaining agreement, the Labour Relations Act, and the Rights of Labour Act.

Lack of Jurisdiction

Considering the issue at bar, Mr. Justice Kelly noted that the parties to the action took divergent and irreconcilable views with respect to the plaintiff's right to vacation, and to pay in lieu of vacation. The employee contended that the holidays with pay to which he was entitled in the year 1964 were the holidays referable to the working year ended March 31, 1964; the employer contended that the holidays with pay which the employee was to be given in the calendar year 1964 were holidays referable to the working year ending December 31, 1964, by virtue of the terms of the collective bargaining agreement.

In the opinion of Mr. Justice Kelly, the court below could not give judgment based on either of these contentions unless and until it had interpreted the collective bargaining agreement and adopted one or other of the alternative interpretations; this it was precluded from doing, however, by the terms of the collective bargaining agreement and the terms imported into that agreement by the provisions of the Labour Relations Act.

To have made any decision involving the interpretation of the collective bargaining agreement would have been an alleged exercise of a jurisdiction that the Court is precluded from exercising. Any interpretation of the collective agreement is a question that would have had to be decided by resort to the machinery provided in the collective bargaining agreement.

Appeal Dismissed

In a unanimous decision, the Court of Appeal dismissed the employee's appeal on the ground that the trial judge had no jurisdiction to try the action. *Close v. The Globe and Mail Ltd., 66 CLLC, para. 14, 160.*

B.C. SUPREME COURT

On August 15, 1966 Mr. Justice Dohm of the British Columbia Supreme Court, in dismissing an application by way of *certiorari* to quash a certification order, held that the B.C. Labour Relations Act applies to all employees in the province except those of the Crown, and includes employees of Simon Fraser University created under the Universities Act (B.C.). Consequently the Board of Governors of the University in question is "employer" within the meaning of the B.C. Labour Relations Act, and the powers given to the University governors must be interpreted to include the power to bargain with a union certified under the Labour Relations Act with a view to concluding a collective agreement.

Summary of Facts

The board of governors of Simon Fraser University brought an application by way of *certiorari* proceedings to quash an order made by the Labour Relations Board on April 12, 1966 whereby twelve different trade unions were certified as the appropriate bargaining agents for employees of Simon Fraser University at Burnaby, B.C. The order was made under powers granted to the Labour Relations Board by the B.C. Labour Relations Act.

Simon Fraser University was established as a corporate body under the B.C. Universities Act passed in March of 1963.

University's Submission

Counsel for the board of governors of the University submitted that the certification of the trade unions in question was an error in law, and that the Labour Relations Board either exceeded or lacked jurisdiction to make such an order. He submitted that, because of the language of the statute that created the Simon Fraser University, the board of governors of the University has unilateral powers that preclude the machinery of negotiating and collective bargaining provided by the Labour Relations Act.

Counsel further submitted that there was a statutory conflict between the Labour Relations Act and the Universities Act; because the latter is a special statute, it overrides the former, which is a general statute. It was also submitted that it would be unlawful for the board of governors of Simon Fraser University to delegate any of its statutory powers.

Counsel argued further that the Universities Act precluded the employees and servants of the University from the rights and privileges to which they would otherwise be entitled under the Labour Relations Act. Reference was made to sec. 46(d) and 52 of the Universities Act regarding unilateral powers. These read as follows:

> Sec. 46(d) to appoint the President of the University, Deans of all Faculties, the Librarian, the Registrar, the Bursar, the Professors, Associate Professors, Assistant Professors, Lecturers, Instructors, and other members of the teaching staff in the University, and all such officers, clerks, employees, and servants as the Board may deem necessary for the purposes of the University, and to

fix their salaries or remunerations, and to define their duties and their tenure of office or employment, which, unless otherwise provided, shall be during the pleasure of the Board. . . .

Sec. 52. If any question arises about the powers and duties of the Convocation, the Chancellor, the President, the Senate, the Faculties, or any officer or servant of the University, the same shall be settled and determined by the Board, and its decision is final.

In short, the University counsel submitted that because of these unilateral statutory powers, the board of the University should not have been found to be an "employer" by the Labour Relations Board.

Mr. Justice Dohm rejected this argument on the ground that under sec. 65 of the Labour Relations Act, the Labour Relations Board has the power to decide who is an employer; and the Board's decision on such a question is final and conclusive. There was implicit in the certification order a finding that the board of governors of the University was an employer.

Negotiating Collective Agreement

The effect of the order of certification was that, pursuant to notice, the parties "shall commence to bargain collectively and shall make every reasonable effort to conclude a collective agreement."

Mr. Justice Dohm noted that, under sec. 46 (m) and (n) of the Universities Act, the university board had the power to enter into any agreements. This section reads as follows:

Sec. 46. The management, administration, and control of the property, revenue, business, and affairs of the University are vested in the Board. Without thereby limiting the general powers conferred upon or vested in the Board by this Act, the Board has power

(m) to enter into any agreements or covenants on behalf of the University; and

(n) to do and perform all other matters and things which may be necessary for the well-ordering and advancement of the University.

Mr. Justice Dohm found nothing contradictory between the Universities Act and the Labour Relations Act, and in his opinion the board of governors of the University would be neither abdicating these powers or duties nor committing any illegal acts by negotiating in conformity with the Labour Relations Act.

Mr. Justice Dohm stated further that the board of governors would be wrong in taking the position that they were at liberty not to negotiate any type of collective agreement, or to negotiate only in respect of certain matters. In his view, Simon Fraser University is not an agency of the Crown, but is a separate corporate entity and an employer. As the Labour Relations Act of British Columbia binds all employers except the Crown (by reason of the B.C. Interpretation Act), it follows that all employees except Crown employees are entitled to the protection afforded labour under this statute.

According to Mr. Justice Dohm, the interpretation of the Universities Act urged by counsel for the board of governors would relegate the employees and servants of the University to a position of injustice, because it would impute to the Legislature an intention to prevent the university employees from having the full protection of union representation by exempting the university as an employer under the Labour Relations Act.

Mr. Justice Dohm held that the Legislature could not intend an interpretation of the Universities Act that would disregard fundamental principles. The Legislature must have had knowledge of the prior general Act at the time of enacting the later special Act. He also presumed that the Legislature did not intend to make any substantial change in the existing law and policy that gives certain rights to all employees in the Province. In his opinion, it would require a clear expression to show any contrary intention on the part of the Legislature. He thought that the wording of some sections in the Universities Act could be improved, but that the employees of the University should not be deprived of any of the protection of prominent legislation because of ill-chosen language in the statute.

Mr. Justice Dohm distinguished the decision of Mr. Justice Riley of the Supreme Court of Alberta in *National Union of Public Employees, Local 862 v. Board of Industrial Relations and Governors of the University of Alberta* (L. G. 1963, p. 818) on the ground that the situation in Alberta was somewhat different, in that the Alberta University Act, being a special Act, antedated the Alberta Labour Disputes Act; and Mr. Justice Riley applied the maxim *generalia specialibus non derogant.* In addition, there is in the British Columbia Universities Act, sec. 46(m) and (n) (referred to above) which do not appear in the Alberta statute.

Duty to Negotiate

In conclusion, Mr. Justice Dohm held that the board of governors of Simon Fraser University are in the same position as any other employer (apart from the Crown), that their powers are subject to the Labour Relations Act, and that they should accordingly make every reasonable effort to conclude collective agreements with the respective unions, without restrictions.

Regina v. B.C. Labour Relations Board, Ex parte Simon Fraser University, (1966) 58 D.L.R. (2nd), Part 6, p. 571; 66 CLLC, para. 14,150.

Revisions announced in Manpower Mobility Program

A major revision of the Manpower Mobility Program was announced in the House of Commons by Manpower Minister Marchand in March.

The revised program drops the restrictive condition that workers must be unemployed or permanently laid off four months prior to qualifying for a grant to move to a new job area. In addition, it drops the requirement that aid paid to workers unemployed for less than four months must be repaid.

"Any man who is unemployed, or has been notified of his permanent layoff, will be entitled to a grant if there is little prospect of suitable employment in his home community and there is a definite job for him to go to in another area," the Minister said.

Two new features to the mobility plan were introduced by Mr. Marchand. When a person forced to move to a new job location faces "considerable expense and even loss" in selling his home in an area of unemployment, a grant of $500 will be paid when the home is sold or a new one purchased.

The Minister proposed to make small grants to enable unemployed people to look for work in the nearest area where there are better opportunities than in their home district. This grant will cover the person's return travel expenses and, if he has dependants, a modest allowance to help support them while he is away. This allowance will be up to $20 a week for the first dependant, $30 a week for two dependants, and $40 a week for three or more. The allowance will be available for a maximum of four weeks.

Mr. Marchand said that the former program, introduced in 1965, had not provided as much help as was intended. He also mentioned that some of the people who most need help in moving are not unemployed but are people such as marginal farmers with very low incomes. He noted that there were problems of definition and administration that must be solved before making a further extension of coverage. The changes were planned to take effect on April 1, 1967.

Recent Regulations under Provincial Legislation

New trades regulations have been issued in three provinces

Saskatchewan has increased allowances for apprentices

In recent months, British Columbia and Ontario have designated new trades under their respective Apprenticeship and Tradesmen's Qualification Acts, and Manitoba has issued its first regulations for the industrial electricians' and industrial mechanics' trades.

In Saskatchewan, the scale of allowances for apprentices was revised.

ALBERTA

Electrical Protection Act

Alberta has amended its regulations under the Electrical Protection Act.

Subject to certain amendments, the ninth edition of the Canadian Electrical Code (C22.1-1966) has been adopted as regulations under the Act, replacing the earlier edition, which had been in the governing standard since January 1, 1963.

The special rules governing electrical installations and equipment in oil fields were revised, and new safety rules with respect to overhead power lines were added.

The new regulations — Alta. Reg. 420/66 and 421/66 gazetted December 31 and Alta. Reg. 441/66 gazetted January 14—went into force on January 1, 1967.

BRITISH COLUMBIA

Apprenticeship and Tradesmen's Qualification Act

New regulations under the British Columbia Apprenticeship and Tradesmen's Qualification Act, gazetted as B.C. Reg. 1/67 to 3/67 on January 5, amended the schedule of designated trades and added new provisions governing certificates of proficiency.

The industrial electrical trade, defined as the installation, maintenance and repair of electrical equipment in industrial operations, has been added to this schedule.

The minimum qualifying time necessary for a certificate of proficiency in this trade is 8,000 hours. Employees in the lumber industry with less experience, who are presently employed as journeymen electricians, are eligible for examination, provided that they apply within the next six months.

Another new provision deleted the automobile maintenance trade, with its five branches, from the list of designated trades and added the following trades to the schedule: automotive mechanical repair; automotive body repair; automotive painting and refinishing; automotive trimming, and automotive radiator manufacture and repair.

The qualifying time required for a certificate of proficiency is 10,000 hours in the automotive mechanical repair and body repair trades, and 8,000 in the automotive painting and refinishing trade.

Another new regulation established 8,000 hours as the minimum qualifying time required for a certificate of proficiency in the heavy duty mechanic trade.

MANITOBA

Apprenticeship Act

Special apprenticeship regulations for the industrial electricians' and industrial mechanics' trades were gazetted as Man. Reg. 131/66 on January 7 and went into force on the date of publication.

The minimum age for apprentices in these trades is 18. The minimum educational standard is Grade 10 or its equivalent in the industrial electricians' trade, and Grade 9 in the industrial mechanics' trade. Persons with less education may be accepted with the approval of the Director of Apprenticeship.

The term of apprenticeship is four years in the industrial electricians' trade and three in the industrial mechanics' trade, with provision for time credits for previous training or experience in the trade.

The regulations do not limit the number of apprentices, but they permit the Trade Advisory Committee to fix the ratio of apprentices to journeymen, subject to the approval of the Provincial Apprenticeship Board.

Apprentices in these trades are to work the same hours as journeymen. If no collective agreement is in force, the Board will fix the starting rate, as well as progressive increases. The wages of apprentices for overtime hours are to be adjusted on the same basis as the wages of a journeyman working for the same employer in the same area.

A person with at least six years experience as an industrial electrician or an industrial mechanic may obtain a certificate of qualification without examination on the recommendation of his employer, provided that he applies within 12 months after the publication of the regulations. After that, he must pass the prescribed examination in order to qualify for a certificate.

ONTARIO

Apprenticeship and Tradesmen's Qualification Act, 1964

In Ontario, the trade of dry cleaner has been designated a certified trade by O.Reg. 22/67 gazetted on January 28.

An apprenticeship training program, consisting of four periods of 900 hours each, has also been established for this trade.

SASKATCHEWAN

Apprenticeship and Tradesmen's Qualification Act

The scale of weekly allowances payable to apprentices who are attending full-time class instruction was revised by a regulation gazetted February 10 (Sask. Reg. 34/67).

The weekly rates for apprentices are:

Single	$30
With one dependant at home	51
With two dependants at home	60
With three dependants at home	68
With one dependant away from home	66
With two dependants away from home	75
With three dependants away from home	83

Seasonable Increase in Claimants for Unemployment Insurance

By the Unemployment Insurance,
Pensions and
Manpower Section, Dominion Bureau of Statistics

Claimants for unemployment insurance benefit on December 30, 1966 numbered 423,400, approximately 5,000 more than the 418,000 recorded on the same date in 1965. These totals comprise regular and seasonal* benefit claimants numbering 363,800 and 59,600 respectively, at December 30, 1966 and 351,200 and 66,800 a year earlier. On November 30, 1966 claimants totalled 266,300 of which 4,000 were classed as seasonal benefit claimants.

Males accounted for almost three quarters of the month-end claimant total, and between 70 and 75 per cent of these began to claim during the month. The month-to-month increase of 157,000 was made up of 134,000 males and 23,000 females.

As usual, all provinces reported substantial percentage increases in the November-to-December total of claimants, the increases being larger in the Atlantic provinces than elsewhere. This condition is explained by the fact that seasonal benefit claimants are proportionately more numerous in that area, where they account for more than a quarter of the total, compared with approximately 15 per cent at the national level. In comparison with 1965, the largest percentage increase occurred in British Columbia; small increases of 5 per cent or less occurred in Newfoundland and Ontario; and elsewhere, 1966 totals were lower than the previous year's. The higher claimant totals in British Columbia this year resulted from labour disputes in certain segments of the province's labour force.

Initial and renewal claims filed in local offices across Canada during December totalled 251,500 compared with 262,200 in December 1965. Claims during November totalled 152,700. The month-to-month increase of 98,800 was slightly lower than last year, when the increase was 110,600. More than 90 per cent of the claims filed in December were in respect of persons who separated from employment during the month, and the remainder were on behalf of persons whose benefit rights had terminated and who were seeking extension of those rights.

Beneficiaries and Benefit Payments

Benefit payments during December were 6 per cent higher than a year earlier, a total of $22,400,000 being paid out to an estimated 215,000 beneficiaries — an average weekly payment of $24.81. During December 1965, $21,200,000 was paid to some 217,000 beneficiaries — an average weekly rate of $24.46. In November, 141,000 beneficiaries received $14,300,000 the average weekly rate being $24.19.

*Benefit payable during the period beginning with the Sunday before December 1 and ending with the Saturday after May 15, to certain classes of claimants unable to fulfil the requirements under the regular benefit provisions of the Act.

Insurance registrations and other UIC statistics

On December 31, 1966, insurance books or contribution cards had been issued to 5,166,363 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 345,863, a decrease of 762 since November 30.

During December, 9,471 investigations were conducted by enforcement officers across Canada. Of these, 7,139 were spot checks of claims to verify the fulfilment of statutory conditions, and 703 were miscellaneous investigations. The remaining 1,629 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 344 cases, 134 against employers and 210 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 768.*

Revenue received by the Unemployment Insurance Fund in December 1966 totalled $35,960,792.27 compared with $38,302,808.55 in November and $33,738,884.12 in December 1965.

Benefits paid in December totalled $22,426,912.51 compared with $14,286,899.89 in November and $21,183,762.50 in December 1965.

The balance in the Fund on December 31 was $287,012,486.25. On November 30 it was $273,478,606.49; and on December 31, 1965 it was $161,765,935.36.

*These do not necessarily relate to the investigations conducted during this period.

Summary Table

Activity	December 1966	November 1966	December 1965	Cumulative Data January to December 1966	Cumulative Data January to December 1965
			000's		
Insured population as at month-end	—	4,583	4,444	—	4,338*
Initial and renewal claims filed:					
Total	251†	153	262	1,548	1,628
Initial	196	113	205	1,170	1,208
Renewal	56	40	57	378	420
Claimants currently reporting to local offices	423	266	418	315*	322*
Regular benefit	364	262	351	—	—
Seasonal benefit	60	4	67	—	—
Beneficiaries (weekly average)	215	141	217	242*	254*
Weeks compensated	904	590	866	12,041	12,718
Benefit paid	22,427	14,287	21,184	295,301	312,110
Average weekly benefit	24.81	24.19	24.46	24.52	24.54

*Monthly average.
†Discrepancy between totals and sub-totals is due to rounding.

Decision of the Umpire

Under the Unemployment Insurance Act

CUB 2657

The claimant filed an initial claim for benefit at the local office at New Westminster, B.C. on September 9, 1964. She said she had been employed in Montreal and had left voluntarily because her husband wanted to attend the University of British Columbia. Her employer confirmed these facts. She claimed her six-year-old daughter as a dependant, and a benefit period was established.

The claimant next worked in New Westminster from November 23, 1964 until January 13, 1965. On March 17, 1965 she filled a renewal application for benefit, and reported that she had been on leave of absence until March 1, 1965 because of illness, and that she was expecting a confinement about September 1, 1965. She again claimed her six-year-old daughter as a dependant. The claim was allowed.

In September 1965 an investigation revealed that the claimant's husband was also on benefit and that he had claimed the same child as a dependant. A statement from the husband's employer, dated October 7, 1965 showed that, from September 1964 until August 1965, the husband had worked part time during the university year and full time during vacation periods.

On March 29, 1966 the claimant was notified that she was not, as of May 2, 1965, entitled to the dependency rate of benefit because she had failed to prove that the person claimed was a dependant within the meaning of the Act. The insurance officer was of the opinion that the claimant did not wholly or mainly support the child.

On March 31, 1966 the claimant appealed to the board of referees. Her notice of appeal read:

> I wish to appeal the decision that I did not mainly support my daughter . . ., commencing 2 May 1965. I think I should not have been disqualified as I have proof that I did support her. . . .

The board's unanimous decision reads, in part:

> . . . The Board proceeded to hear [her representative's] remarks concerning the insurance officer's submission to the board, which is as follows:
>
> "In September 1965 the local office discovered that both the claimant and her husband were on claim, each claiming the same child as [his (her)] dependant. It was therefore decided to investigate whether or not the claimant had been wholly or mainly supporting her daughter. . . ."
>
> Both the claimant and (her husband) emphatically denied that dependency benefits for the child had been claimed by both of them at the same time.
>
> Subsequent to their departure, the board ascertained that this particular paragraph was in error, and that the child had only been claimed as a dependant by one of the parents at any one time.
>
> Both the claimant and her representative insisted that at no time did her husband support either her or the child, wholly or in part, while living together in the same household, for the period under review commencing 2 May 1965.
>
> It is the opinion of the board that the claimant's husband commenced receiving a substantially higher weekly wage, effective 2 May 1965.
>
> The insurance officer decided that [the claimant's husband] was now wholly or mainly supporting the dependant, and at this stage suspended claimant's dependency rate of benefit, and with this decision, members of the board are in full agreement. The appeal is disallowed.

The claimant sought, and was granted, leave to appeal to the Umpire.

A statement of observation submitted on June 30, 1966 by the Chief of the Adjudication Division on behalf of the insurance officer, reads in full:

> "Both the insurance officer and the board of referees appear to have been influenced by the amount of the earnings of the claimant's husband during his summer employment and gave more weight to that factor than appears to be justified in view of the other evidence. That evidence is the fact that since 1963 the claimant's husband has been attending university and since that date the claimant has established herself as the family breadwinner. . . .
>
> "Furthermore, all the husband's earnings derived from his part-time employment while attending university went towards his tuition fees and books, and the claimant's earnings during this period seem to have taken care of the family living expenses. These facts have not been contradicted.
>
> "While the husband's summer employment yielded more than he had earned from his part-time employment, it is considered that these earnings were not such as to break the continuity of dependency or to render its genuineness doubtful (CUB-715) (L.G. 1951, p. 1395). It is therefore submitted that, as the claimant had assumed the role of breadwinner for the duration of her husband's university studies and was living up to her undertaking, her daughter . . . was dependent on her within the meaning of the Act. . . .
>
> "Taking all the evidence into consideration, it now appears that the weight of evidence should have fallen in favour of the claimant, and the benefit of any doubt should be resolved in her favour."

Considerations and Conclusions

I concur with the statement of observations submitted to me on behalf of the insurance officer.

As a consequence, the appeal is allowed.

Canadian Railway Office of Arbitration Grants One Claim and Rejects Four

Five separate disputes, concerning the penalizing of an engineer, two claims for mileage submitted by engineers, and dismissals of a trainman and a yard foreman were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on February 13, 1967.

The one-man tribunal of Magistrate J. A. Hanrahan granted one claim and disallowed four.

The five claims and the award of the arbitrator in Cases Nos. 50, 51, 52, 53, and 54 are:

CASE No. 50

Dispute between the Canadian National Railway Company (Atlantic Region) and the Brotherhood of Locomotive Engineers over discipline assessed a locomotive engineer for refusal to carry out company instructions.

An engineer was ordered to operate shunter train No. 778 from Bathurst to Tracadie, N.B., on January 28, 1966. Because of the snow conditions, it was necessary to have a snow plow operated ahead of the engine. On reporting for duty, the engineer refused to operate the train with the snow plow ahead of the engine because the plow had wings attached. The engineer was removed from service and assessed 10 demerit marks and time out of service to count as suspension for refusal to carry out the orders given him by the yard agent. The brotherhood appealed the discipline assessed. The company refused to remove the discipline.

A spokesman for the brotherhood explained to the arbitrator the operation of pushing wing and wedge snow plows, and article 9-B of the engineer's schedule. In order to prevent the possibility of an accident, a qualified man must be placed in wing snow plows to warn of hidden obstructions ahead, and the locomotive pushing it must not have cars attached to it. In the case of pushing wedge snow plows, the locomotive must not be required to handle more than 50 per cent of its tonnage rating.

The engineer stated that, knowing there were wings on the plow, he would not push it while operating the train. Instead, he offered to take it behind the engine and work with it if necessary on the Caraquet Subdivision. He also offered to operate the plow ahead of the engine with just the van to clear the road, then return to Bathurst to handle the train. He explained he was not advised that this plow was to be handled as a wedge plow.

The brotherhood's spokesman therefore contended that the engineer refused to carry out the orders, not as a wilful disregard of authority, but as a precaution to prevent danger to himself and others.

The spokesman for the company maintained that the grievance as presented concerned a decision by the arbitrator regarding the discipline of the engineer for refusing duty, rather than an interpretation of Article 9-B. The spokesman stated that this model of snow plow could be used as a wedge plow, a wing plow or a flanger. However, the company could not produce evidence to show that the employee concerned was aware of how the wings could be locked in to permit its use as a wedge plow. The company contended that the engineer should have complied with the orders given him, and filed a grievance under the provisions of Article 57 if he believed that the action was contrary to the collective agreement.

The spokesman cited a decision given by the former Canadian Railway Board of Adjustment No. 1, dated May 16, 1963, in which the company had offered the same argument against a grievance involving an engineer's refusal to carry out instructions on the pretext of supposed violation of the collective agreement; the company had been upheld.

The arbitrator commented that the proper course for an employee questioning an order is to comply and then grieve, if he believes his rights under the agreement have been infringed. Where there is a bona fide claim, however, that such a refusal is based upon an actual fear of the danger, a different assessment of the conduct should be made. In this case, the engineer evidently believed that taking out this train, with a plow ahead of him on which he thought the wings were in operation, constituted a danger.

For these reasons, the arbitrator ruled that the disciplinary action taken should be expunged from the work record of the engineer, and that he should be paid what he would have earned if the period of suspension had not been imposed.

CASE No. 51

Dispute between the Canadian National Railway Company (Atlantic Region) and the Brotherhood of Locomotive Engineers over a claim for 100 miles submitted by a locomotive engineer for setting out a caboose from his train.

On arrival at Halifax from Moncton on March 4, 1966, the train engineer was required, while yarding, to set out a deadhead caboose from behind 13 cars in his train. He used three tracks with the deadhead caboose first out on the second track. Two tracks would normally have been sufficient. After performing this work, he submitted a claim for 100 miles for setting out the caboose. The company refused to pay the claim. The brotherhood contended that this was in violation of Article 7-G of the collective agreement.

The spokesman for the brotherhood said that Article 7-G offers to pay engineers for 100 miles when required to perform work other than putting away their own train (including caboose) when yard engineers are on duty. The spokesman cited a letter from the company's vice-president, dated April 11, 1962 assuring the brotherhood that there would be "no

abuse of Article 7-G of the working agreement." The letter read in part:

> Under these rules, at terminals where yard engines are on duty, road engineers may be used to set off and, if necessary, spot important cars or bad order cars from their own train. They may also be required to switch and pick up equipment for movement in their train and, of course, switch and re-spot other equipment, where necessary, to accomplish this work. In some instances, it may be necessary for them to put away their caboose. In addition, the engineman will put his own train away in a minimum number of tracks.

Switch engines were on duty on that date. The spokesman claimed that the dead-head caboose that was switched out had no importance attached to it and was not the "caboose of their own train," as mentioned in the vice-president's letter.

The spokesman for the company contended that the revised Article 7-G permitted the company to use road engineers, on arrival at their objective terminal, to perform necessary switching in connection with their own train and to put their own train away, even though yard engines might be on duty at the time. The company's consideration of the importance of the dead-head caboose meant that this portion of Article 7-B applied to the situation concerned. The spokesman cited Arbitration Case No. 11, which found that the switching required remains a matter for the company to determine. (L.G., 1965, p. 1086).

The arbitrator noted that this finding made it unnecessary to deal with the question of the "importance" of the caboose. What occurred here was hardly the "spotting of an important car" in the sense that it was dealt with alone. It was part of the general switching required in connection with the train itself, apart from the convenience resulting for the despatch of the dead-head caboose to the next train.

The arbitrator disallowed the protest made by the brotherhood that a ruling of this nature would open the provisions of Article 7-G to abuses. He emphasized that each set of circumstances must be passed upon in relation to the language used in this provision.

In the circumstance described, the claim was denied.

CASE No. 52

Dispute between the Canadian National Railway Company (Atlantic Region) and the Brotherhood of Locomotive Engineers over a claim for 907 miles submitted by an engineer when not called to handle an auxiliary train on the Chester Subdivision.

When a derailment occurred at mileage 38 in the Chester Subdivision on December 31, 1965, the company ordered a spare board crew from Halifax to handle an auxiliary train to the derailment. An engineer, who was regularly assigned to trains between Bridgewater and Halifax, was on lay-over in the Fairview Bunkhouse (Halifax). He was not called to handle the auxiliary train. He subsequently submitted a claim for 907 miles which the company refused to pay. The brotherhood contended that this was in violation of Article 40 of the collective agreement.

Article 40 states that engineers named on the seniority lists have prior rights to all service operating over certain territories. It was thus claimed in this incident that the engineer had prior right over all engineers from Halifax.

A spokesman for the brotherhood acknowledged that speed was of the utmost importance in getting a crew on the job in such an emergency situation. It was said, however, that the engineer could have been on duty for this assignment in minutes if he had been called.

The spokesman for the company argued that, at the time the auxiliary was ordered, the engineer still had his assignment to cover on the train from Halifax to Bridgewater, for which he would be called for 7:00 a.m. As it turned out, the engineer's morning run was cancelled but this was not ascertained until after the other crew had been called and were on duty.

The spokesman argued further that Article 23(b), which states: "In case of accident requiring the use of auxiliary, the first engineer available may be called without involving claim for run-around," took precedence over Article 40.

In these circumstances, the Arbitrator found that there was no violation of the engineer's rights under the agreement. He therefore denied the claim.

CASE No. 53

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railway Trainmen, *ex parte*, over dismissal of a trainman.

After a work stoppage on December 3, 1965, in which trainmen and enginemen participated, a trainman received a notice on December 7 to attend for investigation into this matter. He was assessed 50 demerit marks for his alleged participation in the work stoppage and was not permitted to return to work.

On January 21, 1966 the employee received a further notice to attend for investigation. He was granted a postponement to January 31. On this date, the investigation was convened, but was terminated prior to its conclusion when the trainman walked out of the meeting.

On February 1, the employee received notice to appear on February 3. The notice read, in part: "Because such action by an employee is completely in violation of the collective agreement, it constitutes insubordination and therefore cannot, in the circumstances, be condoned by the company." He did not appear. And he did not appear at a subsequent investigation, which, he was notified on May 25, would be held on May 31 and June 2. This failure to appear led to a notice of termination of employment.

One of the principal arguments advanced for the employee was that an investigation had been carried out in pursuance of the notice of December 17, 1965 that stated as part of the subject matter: ". . . and any and all matters relating thereto". The argument urged that, having conducted an investigation and assessed a penalty, the company was precluded from pursuing the subject matter any further; that the trainman and those advising him were justified in the action taken because of the vagueness of the language used in the second notice, and the clear indication that the subject matter involved was not that investigated originally. Such a course on the part of the company was said to be in violation of Article 4-2.

A reading of that article revealed nothing that specifically dealt with this contention, other than what could be attributed to the sentence appearing in Section 2 (d) reading: "An employee will not be disciplined or dismissed until after a fair and impartial investigation has been held, and until the employee's responsibility is established by assessing the evidence produced. . . ."

As to the notice of January 21, it was contended that it did not contain sufficient and reasonable particulars of the offence alleged in order to provide the trainman his right to a "fair and impartial investigation;" that the employee concerned was entitled to know when and where the alleged offence being investigated had occurred, and that the company had a responsibility to provide such particulars in the "subject matter for investigation."

A spokesman for the company said that the subject matter of the second hearing was not that which had been investigated in pursuance of the notice of January 21. It concerned activities over and above the employee's personal withdrawal that, in the opinion of the company, represented conduct that required further investiga-

tion, and possibly action other than that taken by way of a disciplinary assessment of 50 demerit marks.

It was stated that on receipt of the notice of January 21, the trainman contacted the general chairman of the brotherhood. As a result, the chairman arranged for a meeting with the regional manager of the company, to be held at Prince George on January 31.

In a letter to the regional manager requesting this appointment, the general chairman said: "For the reasons stated herein, a second investigation is not acceptable to the organization. In the event the company does not agree with the organization's position, the only alternative is that this matter be referred to a Board of Arbitration."

The company contended that, apart from the action taken by the general chairman, which resulted in different communications passing between him and the company, the employee himself, once notified, was under a personal obligation to comply. It claimed that the privilege of an accredited representative of the brotherhood being permitted to accompany an employee being investigated gives him no authority to question the propriety of the investigation, but only to ensure that the provisions of the agreement concerning it are properly carried out. If they are not, or if the result is deemed unfair, an orderly method of procedure is provided by way of a grievance to have the result reviewed finally, if necessary, by arbitration.

The arbitrator did not find that the contents of the notice of January 21 would warrant an employee's ignoring its requirements to attend. He found there was no defence for his failure to respond to the notice of May 25, which required his attendance for investigation. This notice was explicit in describing the purpose for requiring his attendance on June 2. Had he complied with that notice, the arbitrator commented, this would have afforded the trainman and his representatives every opportunity to press for the basic cause of his original failure to attend.

The arbitrator found that the course taken by the employee was ill-advised and represented an act of insubordination constituting just cause for disciplinary action. The claim was therefore denied.

CASE No. 54

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railway Trainmen, *ex parte,* over dismissal of a yard foreman.

At the North Vancouver terminal on November 8, 1966 a yard foreman was approached by the train yard co-ordinator and questioned about the delay that occurred in an important barge connection, and the related switching. The train yard co-ordinator told the arbitrator that the yard foreman refused to work the barge at the time appointed by the co-ordinator.

The penalty imposed upon the yard foreman for his insubordination while on duty on this occasion was 40 demerit marks. Unfortunately for this employee, he was already under the handicap of 50 demerit marks. This, of course, took him over the maximum permitted under the disciplinary system in effect on this railway, and he was dismissed.

The arbitrator commented that it was regrettable that the employee, with his years of service and experience in such matters, did not behave in a more acceptable manner, having always recourse by way of a grievance for any unfair treatment.

The claim was denied.

New Legislation

Continued from page 291

ployees the choice. "Why should there be an alternative?" he asked. "One need only consider the Province of Quebec to understand how the Government can get into serious difficulty when essential services are tied up."

Gerard Pelletier (L, Hochelaga) said that he was in "total disagreement" with Mr. Nowlan, and he added that the Commons should not be influenced by labour disputes in Quebec or elsewhere. He thought it was "absolutely normal" that civil servants should have the option of the strike weapon, and he said that Parliament had the power to stop any strike in an essential service.

Richard Bell (PC, Carleton) tried to get the bill amended to allow conscientious objectors to be exempt from being compelled to pay dues to a public service union. The bill did not provide for public service employees being compelled to join a union or pay dues, but Mr. Bell pointed out that this provision might be won in future collective bargaining. The proposed amendment was, however, defeated.

Others Covered

The new Act covers some 50,000 hourly-rated federal employees who were excluded from the Civil Service Act and who have generally been appointed through patronage. Richard Bell said that although now, with the passing of the appointment of these public service employees to the deputy heads of departments it was hoped that patronage would largely disappear, he had doubts whether this would be so. He said that he hoped ministers would not put pressure on their deputies to re-establish patronage.

The new Act allows public service employees to take some part in political activity and, with the approval of the Public Service Commission, to run as candidates in elections.

Although the three bills quickly passed the Senate, several of the senators expressed doubts about public service employees being given the right to strike.

The Prime Minister announced early in March that collective bargaining for civil servants would come into force on March 13.

Jacob Finkelman became the first chairman of the new Public Service Staff Relations Board, resigning the chairmanship of the Ontario Labour Relations Board to take the post.

Inquiry Commission to study Newfoundland shipping

An Inquiry Commission was appointed by the Minister of Labour in February to study the application of Part I of the Canada Labour (Standards) Code, concerning hours of work, to the shipping industry in Newfoundland and to longshoring and other works, undertakings and businesses operated in connection with shipping.

Shipowners had complained that adopting the Code standards with respect to hours would hamper the operation of their ships, which are a key means of transportation in the province.

Part I of the Code with respect to Newfoundland shipping and works has been deferred until December 31, 1967.

The Inquiry Commissioner will be Judge C. J. A. Hughes, Fredericton, N.B. Judge Hughes was born in Fredericton, practised law at St. Stephens, N.B., and during World War II was chairman of the New Brunswick War Labour Board and chairman of the New Brunswick Wartime Labour Relations Board.

Judge Hughes has been legal adviser to the New Brunswick Electric Power Commission, solicitor for the city of Fredericton, chairman of the Province's Labour Relations Board, and chairman of several arbitration boards. He was appointed County Court Judge for York, Sunbury and Queens, in May 1965.

Manpower Studies

A selected bibliography for policy and research

This is the third instalment of a bibliography compiled from recent literature on manpower and manpower mobility. The first two instalments appeared in the March and April issues of the LABOUR GAZETTE. *Prepared by Mrs. Barbara Alexandrin and Dr. A. N. Polianski for the Manpower Mobility Unit of the Department of Manpower and Immigration with the co-operation of the Canada Department of Labour Library, the bibliography is replacing the regular list of publications recently received in the Department's Library. Readers are reminded that the Library does not have all the books and items listed in this bibliography.*

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Robot discusses labour problems

An IBM computer, presenting aspects of problems faced by the federal Government, will be one of the features in the Law and Government area of the Canadian Pavilion at Expo '67. The computer will be fed information by various Government departments that have been asked to contribute to the project.

A series of questions and alternative answers devised by the Department of Labour illustrates the type of contribution needed to feed the computer.

When the visitor selects "Hours of Work in Canada" as the subject of his choice, the following question appears on the video screen:

Should hours of work be reduced in Canada?

(1) Yes — type "yes"
(2) No — type "no"

If the visitor believes that hours of work should be reduced in Canada, he types the word "yes". The computer then produces the next question:

What form should the reduced hours take?

(1) shorter work day— type "day"
(2) shorter work week— type "week"
(3) longer vacations— type "vacations"
(4) more statutory holidays— type "holidays"

When the visitor types his choice, the next question automatically appears on the video screen. The number of questions on any one topic is limited to a maximum of eight. The questions on "Hours of Work in Canada" reach a maximum of seven.

The computer never commits itself on aspects of economic theory that are open to dispute, but leaves the decision to the visitor. Most of the questions are framed to make the visitor think.

The purpose of the centennial project is three-fold. First, it provides the visitor with the experience of performing man-to-machine communications; second, it will familiarize the visitor with some of the problems dealt with by the federal government; and third, the questions should rouse the visitor's awareness of the complexity of various problems, making him realize that many questions cannot be answered by a simple Yes or No.

James Hoffa starts eight-year prison term

James Hoffa, President of the International Brotherhood of Teamsters, started serving an eight-year prison sentence on March 7 for jury tampering. He had headed the 1,800,000-member union for 10 years.

Mr. Hoffa has relinquished control of the union and direction of national contract talks with the trucking industry to Vice-President Frank Fitzsimmons, his choice as successor.

Although his prison term does not expire until 1971, he may be eligible for parole in November 1969. It is expected that he will retain the title of President, but will give up his $100,000-a-year salary.

UIC extends insurance coverage

Unemployment insurance coverage has been extended to include paid workers employed in the agricultural and horticultural industries. The extended coverage became effective April 1, 1967 (L.G., Nov. 1966, p. 660).

Previously, the plan applied only to those workers in specialized forms of agriculture, such as poultry farming, and employees in some forms of horticulture, not including nurseries and greenhouses. Under the new plan, the Unemployment Insurance Act will apply to the entire industry on a country-wide basis.

The regulations make unemployment insurance compulsory and it applies to these industries under the same conditions and with the same rates of contributions and benefits as in other industries.

To receive benefit when unemployed, a farm worker will have to show that he is available for work and unable to find employment. He must show that he has paid contributions in insurable employment for the required number of weeks. For this purpose, contributions from both farm work and other insurable employment can be counted.

A worker in agriculture or horticulture cannot be insured, however, if his wages from his employer are less than $9 a week cash apart from the value of any board and lodging, or if he is a relative of the employer, or if he is a self-employed farmer in his own right but temporarily working as an employee for another farmer.

Statistics Section

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A—Labour Force

TABLE A-1—Regional Distribution, Week Ended February 18, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			000's			
THE LABOUR FORCE	7,376	597	2,118	2,711	1,222	728
Men	5,127	425	1,485	1,859	851	507
Women	2,249	172	633	852	371	221
14–19 years	666	64	199	206	130	67
20–24 years	1,032	102	347	335	158	90
25–44 years	3,230	230	943	1,227	512	318
45–64 years	2,240	185	573	862	386	234
65 years and over	208	16	56	81	36	19
EMPLOYED	6,980	535	1,969	2,610	1,183	683
Men	4,804	370	1,360	1,782	818	474
Women	2,176	165	609	828	365	209
Agriculture	437	22	77	115	199	24
Non-agriculture	6,543	513	1,892	2,495	984	659
Paid workers	6,027	467	1,711	2,332	914	603
Men	4,035	318	1,161	1,559	583	414
Women	1,992	149	550	773	331	189
UNEMPLOYED	396	62	149	101	39	45
Men	323	55	125	77	33	33
Women	73	*	24	24	*	12
PERSONS NOT IN LABOUR FORCE	6,341	703	1,845	2,149	1,033	611
Men	1,671	220	468	537	288	158
Women	4,670	483	1,377	1,612	745	453

*Less than 10,000. Source: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended February 18, 1967

	Total	14–19 Years All Persons	20–64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			000's				
POPULATION 14 YEARS OF AGE AND OVER*	13,717	2,271	3,914	1,047	4,005	1,019	1,461
LABOUR FORCE	7,376	666	3,738	856	1,179	729	208
Employed	6,980	591	3,561	772	1,152	709	195
Unemployed	396	75	177	84	27	20	13
NOT IN LABOUR FORCE	6,341	1,605	176	191	2,826	290	1,253
PARTICIPATION RATE†							
1967—February 18	53.8	29.3	95.5	81.8	29.4	71.5	14.2
January 14	53.8	29.8	95.7	82.8	29.0	70.6	14.6
UNEMPLOYMENT RATE‡							
1967—February 18	5.4	11.3	4.7	9.8	2.3	2.7	6.2
January 14	5.2	11.0	4.5	9.8	2.2	2.4	5.2

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories. †The labour force as a percentage of the population 14 years of age and over. ‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended February 18, 1967

	February 1967	January 1967	February 1966
		000's	
TOTAL UNEMPLOYED	396	381	356
On temporary layoff up to 30 days	37	39	29
Without work and seeking work	359	342	327
Seeking:			
Full-time work	344	330	312
Part-time work	15	12	15
Under 1 month	96	127	76
1–3 months	177	153	171
4–6 months	57	36	53
More than 6 months	29	26	27

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
					Monthly Totals					
					$ Millions					
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—November	59.5	636.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	220.0	40.8	234.3	41.9	345.6	734.7	100.7	2,482.9
August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October*	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November†	63.5	700.2	222.2	40.0	225.6	42.5	364.9	787.7	102.6	2,567.2
					Seasonally Adjusted					
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—November	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May	60.9	664.2	204.0	37.1	203.1	39.6	338.0	738.1	99.7	2,405.8
June	61.3	668.2	207.9	29.3	207.1	40.1	342.1	747.5	100.1	2,424.9
July	57.3	678.0	212.8	34.5	205.0	40.7	345.1	752.1	100.4	2,447.7
August	61.4	682.2	194.1	35.7	202.8	40.0	346.6	775.5	100.6	2,460.7
September	62.6	686.7	214.8	34.6	203.1	41.1	349.0	774.0	102.0	2,488.8
October*	62.5	693.4	225.2	33.0	208.2	42.1	352.9	778.3	101.5	2,519.2
November†	63.4	696.7	220.6	34.1	213.7	42.5	355.3	786.8	101.8	2,536.8

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September 1966, employers in the principal non-agricultural industries reported a total employment of 3,659,462. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1961	100.0	100.0	78.24	100.0	100.0	81.55
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1965—September	119.1	117.8	92.19	121.1	117.1	95.48
October	118.6	119.6	93.56	120.6	119.1	97.10
November	118.7	119.4	93.44	120.6	119.5	97.42
December	115.9	116.3	91.00	118.5	116.6	95.07
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August*	125.7	120.8	94.52	127.3	122.7	100.05
September†	124.9	126.3	98.81	126.9	124.6	101.58

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1966	*August 1966*	*September 1965*	*September 1966*	*August 1966*	*September 1965*
		(1961=100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	123.3	125.9	119.5	81.53	74.37	75.10
Newfoundland	139.7	141.7	134.7	87.25	78.75	80.93
Prince Edward Island	135.2	136.9	123.8	67.72	62.54	63.60
Nova Scotia	117.1	117.7	113.2	79.17	74.36	72.40
New Brunswick	119.0	124.5	117.0	81.48	72.40	75.08
Quebec	122.7	123.0	117.5	97.31	93.92	89.85
Ontario	127.0	127.3	120.4	101.60	98.36	95.51
Prairie Region	120.1	122.0	114.3	93.94	85.67	87.22
Manitoba	113.8	115.6	109.6	88.82	78.18	83.51
Saskatchewan	121.6	123.8	117.0	93.40	85.87	86.32
Alberta	124.9	126.6	117.3	98.03	91.45	90.55
British Columbia	130.6	133.0	124.8	109.64	105.45	103.25
CANADA	124.9	125.7	119.1	98.81	94.52	92.19
URBAN AREAS						
St. John's	150.4	150.4	137.7	78.39	75.04	71.15
Halifax	111.2	111.4	109.8	80.12	79.58	76.37
Sydney	104.7	104.6	99.9	90.54	88.33	77.11
Moncton	116.7	119.0	115.3	76.65	70.36	71.61
Saint John	105.5	105.7	104.5	79.39	78.59	76.47
Chicoutimi	113.5	118.2	106.4	114.05	115.72	106.15
Montreal	123.7	123.8	117.3	98.38	97.03	91.39
Quebec	120.2	118.3	115.1	83.16	83.20	79.85
Shawinigan	110.3	114.9	107.8	102.18	103.56	95.70
Sherbrooke	122.9	113.9	121.0	83.67	82.89	78.35
Trois-Rivières	122.3	123.1	117.4	92.07	91.08	83.52
Ottawa-Hull	119.6	121.4	113.7	91.43	91.09	86.19
Belleville	117.7	119.8	110.9	86.34	85.69	81.93
Brampton	233.8	229.8	206.2	104.39	102.33	91.90
Brantford	135.3	140.6	131.3	93.18	91.98	88.65
Fort William-Port Arthur	131.5	131.2	124.3	98.61	98.51	92.03
Guelph	134.6	136.2	127.2	91.57	89.90	86.84
Hamilton	127.8	127.0	123.4	104.13	103.80	99.75
Kingston	121.9	125.6	124.7	95.61	95.41	90.05
Kitchener	144.0	143.5	132.5	90.24	89.27	84.88
London	127.1	127.2	121.6	93.82	93.07	88.46
Niagara Falls	123.0	123.0	121.8	93.44	92.16	91.73
Oshawa	140.1	110.4	146.7	118.80	111.30	109.88
Peterborough	136.2	137.9	126.6	104.41	102.67	100.48
Sarnia	127.5	127.9	114.2	131.35	129.00	123.30
Sault Ste Marie	127.1	129.0	119.4	114.07	114.80	111.54
Sudbury	101.1	103.3	102.2	109.26	103.48	103.33
St. Catharines	142.5	139.5	137.5	105.57	106.20	103.82
Timmins	98.6	102.6	95.0	103.63	102.75	84.06
Toronto	126.9	127.4	118.9	102.22	101.08	95.79
Welland	115.4	115.4	113.3	115.35	107.82	108.81
Windsor	155.5	153.9	140.8	114.86	116.31	113.88
Winnipeg	115.6	116.8	110.0	83.17	79.43	80.15
Regina	121.5	123.8	121.4	88.94	87.29	83.79
Saskatoon	132.6	131.2	121.0	82.31	83.34	78.78
Calgary	132.0	131.7	120.0	96.54	95.56	91.69
Edmonton	128.9	130.5	122.7	90.91	89.03	85.27
Vancouver	125.9	126.5	122.4	104.17	103.27	99.56
Victoria	125.2	124.6	122.8	90.03	91.25	88.67

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3 (Formerly C-2a)—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
						000's					
CANADA											
Sept. 1966*	84.8	117.9	1,664.8	855.0	809.8	411.5	661.6	914.0	245.5	558.1	4,658.2
Aug. 1966†	87.1	122.3	1,670.4	864.0	806.4	423.5	669.6	912.8	247.9	580.3	4,713.8
Sept. 1965	82.8	116.9	1,584.3	825.0	759.3	401.7	642.3	880.9	236.8	517.3	4,463.1
NEWFOUNDLAND											
Sept. 1966*	4.7	6.1	13.4	10.9	2.5	12.4	16.7	16.4	1.6	6.8	78.1
Aug. 1966†	4.7	6.2	13.9	11.4	2.5	12.7	16.6	16.1	1.7	6.8	78.7
Sept. 1965	5.2	6.5	12.9	10.2	2.7	11.8	16.1	15.8	1.5	5.6	75.5
PRINCE EDWARD ISLAND											
Sept. 1966*	0.1	0.1	2.9	2.3	0.5	2.1	3.0	3.8	0.6	1.7	14.3
Aug. 1966†	0.2	0.1	3.0	2.5	0.6	2.3	2.9	3.8	0.6	2.2	15.0
Sept. 1965	0.2	0.1	2.7	2.2	0.5	1.9	2.7	3.7	0.6	1.8	13.7
NOVA SCOTIA											
Sept. 1966*	2.7	7.6	34.4	17.7	16.7	14.0	22.6	27.8	5.9	13.5	128.5
Aug. 1966†	2.6	7.5	35.5	18.7	16.8	14.7	23.0	28.0	5.9	13.9	131.2
Sept. 1965	2.7	7.8	34.3	17.5	16.8	13.7	21.9	27.3	5.7	11.9	125.3
NEW BRUNSWICK											
Sept. 1966*	9.3	2.8	26.8	17.8	9.0	12.0	22.3	22.3	4.1	10.0	109.6
Aug. 1966†	10.0	2.9	28.4	19.0	9.3	13.0	22.7	22.8	4.1	10.7	114.6
Sept. 1965	8.6	2.6	26.5	17.6	8.9	13.2	21.4	21.9	4.1	9.5	107.8
QUEBEC											
Sept. 1966*	29.4	27.1	517.7	318.7	198.9	112.2	180.3	233.8	69.8	147.6	1,317.8
Aug. 1966†	29.7	28.2	517.6	318.3	199.3	115.1	178.6	232.0	70.6	150.4	1,322.2
Sept. 1965	26.9	26.7	493.9	310.4	183.4	114.5	174.5	226.3	68.8	138.9	1,270.4
ONTARIO											
Sept. 1966*	13.1	33.6	828.2	370.5	457.6	149.8	216.9	356.0	106.3	222.0	1,925.9
Aug. 1966†	13.4	34.8	823.9	373.3	450.6	155.4	219.0	356.3	107.3	232.2	1,942.5
Sept. 1965	13.3	34.3	783.2	355.9	427.3	142.4	209.7	342.2	101.8	207.9	1,834.9
MANITOBA											
Sept. 1966*	1.8	5.6	46.3	27.6	18.7	16.2	46.5	50.3	11.9	27.4	205.9
Aug. 1966†	1.9	5.9	47.2	28.0	19.2	17.0	47.6	51.0	11.9	27.8	210.3
Sept. 1965	1.4	5.3	46.5	28.2	18.3	15.9	47.6	47.4	11.6	25.9	201.5
SASKATCHEWAN											
Sept. 1966*	0.2	5.2	15.3	10.0	5.2	16.7	27.5	37.1	7.8	16.5	126.3
Aug. 1966†	0.2	5.2	15.7	10.3	5.4	18.1	28.3	37.3	8.0	17.0	129.8
Sept. 1965	0.2	5.0	15.0	9.8	5.2	15.9	27.5	35.5	7.3	15.6	122.1
ALBERTA											
Sept. 1966*	2.3	17.9	50.5	26.5	23.9	37.6	49.8	73.1	14.3	44.5	290.0
Aug. 1966†	2.6	18.2	50.8	26.7	24.1	38.3	51.0	73.7	14.4	47.2	296.3
Sept. 1965	2.3	17.2	46.5	26.2	20.4	34.7	48.8	69.7	13.7	40.0	273.1
BRITISH COLUMBIA											
Sept. 1966*	21.0	9.9	129.4	52.9	76.6	37.9	74.4	93.1	23.2	67.3	456.2
Aug. 1966†	21.7	11.0	134.4	55.7	78.7	36.3	77.9	91.5	23.3	71.0	467.1
Sept. 1965	22.0	9.3	122.9	47.2	75.7	37.4	70.6	90.7	21.7	59.1	433.6

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4 (Formerly C-3)—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	September 1966	*August 1966*	*September 1965*	*September 1966*	*August 1966*	*September 1965*
	(1961=100)			$	$	$
MINING, INCLUDING MILLING	108.1	111.4	107.1	120.97	117.94	111.37
Metals	103.8	106.8	104.8	121.15	118.47	112.81
Mineral fuels	100.5	101.9	98.9	126.16	123.62	111.90
Non-metals except fuels	115.5	122.5	114.0	110.11	105.57	102.24
Quarries and sand pits	138.1	143.2	134.1	109.47	106.82	101.65
Services incidental to mining	132.7	137.3	121.3	128.36	124.66	117.59
MANUFACTURING	126.9	127.3	121.1	101.58	100.05	95.48
Durable goods	137.2	136.6	129.2	110.31	108.18	103.95
Non-durable goods	118.6	119.9	114.6	93.48	92.62	87.82
Food and beverages	120.7	124.3	118.0	85.24	84.34	81.25
Foods	122.0	125.6	119.9	82.19	81.00	78.68
Beverages	112.7	116.7	106.1	105.79	106.69	99.27
Tobacco processing and products	92.6	94.0	91.0	105.04	103.99	94.59
Rubber products	123.2	122.9	119.5	105.04	104.28	100.30
Leather products	105.4	106.9	102.5	67.95	67.88	63.55
Textile products	119.7	114.1	120.3	83.73	82.96	77.86
Knitting mills	117.1	118.6	114.4	65.06	63.94	60.47
Clothing	117.0	117.7	114.8	62.87	62.71	58.89
Wood products	114.5	117.2	117.6	90.53	88.40	83.92
Furniture and fixtures	135.5	136.3	127.3	84.40	83.70	79.59
Paper and allied industries	120.5	122.9	114.5	120.69	119.22	112.69
Printing, publishing and allied industries	111.7	112.1	106.7	108.69	107.62	103.71
Primary metal industries	128.5	129.4	121.1	121.86	120.28	115.99
Metal fabricating industries	138.5	139.6	130.6	109.53	107.54	102.08
Machinery, except electrical	147.9	148.6	139.0	116.47	113.35	109.25
Transportation equipment	151.2	143.1	139.0	120.85	118.74	114.68
Electrical products	146.6	146.1	130.5	105.26	103.26	100.68
Non-metallic mineral products	127.9	129.2	126.9	108.91	107.46	103.04
Petroleum and coal products	102.1	105.6	94.5	149.37	146.34	137.67
Chemicals and chemical products	118.2	119.4	112.6	116.31	115.02	109.24
Miscellaneous manufacturing industries	137.3	136.8	125.7	87.52	86.95	83.01
CONSTRUCTION	146.6	149.9	138.2	126.22	124.79	112.79
Building	140.0	141.6	134.1	120.84	120.02	110.74
Engineering	159.3	165.6	146.4	135.36	132.98	116.46
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	110.2	111.9	107.8	109.80	88.58	100.13
Transportation	107.0	108.5	106.0	111.45	80.66	99.36
Storage	116.7	117.4	112.4	94.27	94.28	89.08
Communication	118.2	120.1	110.3	100.88	93.82	97.59
TRADE	123.9	122.2	116.9	77.39	77.86	73.54
Wholesale trade	119.5	120.1	114.3	96.08	95.33	91.28
Retail trade	126.5	123.4	118.4	67.17	68.00	64.04
FINANCE, INSURANCE AND REAL ESTATE	121.4	122.2	117.6	93.90	93.27	89.13
Financial institutions	125.2	126.2	122.2	91.27	90.41	85.35
Insurance and real estate	116.1	116.1	111.3	97.88	97.66	94.90
SERVICE	145.8	149.2	131.0	70.54	70.02	66.65
Recreational services	135.0	144.9	122.2	60.79	64.39	60.29
Business services	163.1	163.3	143.2	108.34	107.99	102.06
Personal services	137.7	138.9	125.7	53.29	52.91	50.49
Miscellaneous services	158.1	170.2	138.1	76.33	73.31	73.27
Services to buildings and dwellings	189.3	189.6	174.6	51.47	51.18	50.04
INDUSTRIAL COMPOSITE	124.9	125.7	119.1	98.81	94.52	92.19

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	*Average Weekly Hours*			*Average Hourly Earnings*			*Average Weekly Wages*		
	Sept. 1966	*August 1966*	*Sept. 1965*	*Sept. 1966*	*August 1966*	*Sept. 1965*	*Sept. 1966*	*August 1966*	*Sept. 1965*
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.6	42.0	42.0	2.63	2.58	2.45	112.14	108.29	103.03
Metals	41.4	41.4	42.2	2.77	2.70	2.56	114.67	111.53	107.76
Mineral fuels	43.9	41.7	36.9	2.27	2.26	2.21	99.45	94.18	81.46
Non-metals, except fuels	42.1	41.4	41.8	2.49	2.42	2.34	104.92	100.40	97.89
Quarries and sand pits	51.6	51.1	50.8	2.10	2.06	1.95	108.15	105.25	99.07
Services incidental to mining	44.2	42.6	44.0	2.82	2.78	2.53	124.63	118.48	111.35
MANUFACTURING	41.2	41.1	41.4	2.27	2.24	2.13	93.59	91.95	88.08
Durable goods	41.9	41.5	42.0	2.47	2.43	2.32	103.46	101.04	97.57
Non-durable goods	40.6	40.6	40.8	2.07	2.05	1.94	83.89	83.15	78.96
Food and beverages	40.4	40.7	40.8	1.89	1.87	1.80	76.42	76.11	73.49
Foods	40.4	40.7	40.8	1.83	1.80	1.75	73.78	73.33	71.29
Beverages	40.9	41.5	40.6	2.42	2.40	2.29	99.17	99.57	92.77
Tobacco processing and products	38.0	37.6	36.4	2.58	2.59	2.38	98.13	97.35	86.52
Rubber products	42.4	42.1	42.9	2.36	2.35	2.23	99.91	98.70	95.51
Leather products	39.8	40.3	39.7	1.56	1.55	1.47	62.31	62.41	58.39
Textile products	41.9	41.9	42.3	1.77	1.74	1.65	74.29	72.79	69.60
Miscellaneous textiles	40.3	39.8	41.8	1.63	1.61	1.47	65.93	64.14	61.65
Knitting mills	41.4	41.7	41.6	1.39	1.37	1.31	57.81	57.17	54.35
Clothing	37.5	38.1	37.6	1.52	1.50	1.42	57.09	57.30	53.32
Wood products	40.4	40.0	40.8	2.14	2.10	1.97	86.45	84.00	80.27
Furniture and fixtures	43.1	43.0	43.8	1.83	1.82	1.71	78.87	78.09	74.62
Paper and allied industries	42.2	41.9	42.5	2.70	2.69	2.50	114.21	112.59	106.19
Pulp and paper mills	42.1	41.9	42.4	2.96	2.93	2.72	124.70	122.78	115.10
Printing, publishing and allied industries	39.4	39.2	39.6	2.76	2.74	2.62	108.78	107.17	103.86
Primary metal industries	40.9	40.8	41.0	2.83	2.79	2.69	116.03	113.72	110.36
Iron and steel mills	40.0	40.7	39.8	2.98	2.93	2.88	119.01	119.22	114.78
Metal fabricating industries	42.7	42.3	42.6	2.45	2.42	2.28	104.61	102.38	96.86
Machinery, except electrical	42.7	41.9	42.6	2.56	2.55	2.45	109.44	106.92	104.50
Transportation equipment	41.7	41.6	41.7	2.72	2.67	2.59	113.35	111.11	108.20
Aircraft and parts	42.8	41.8	39.2	2.68	2.66	2.48	115.00	111.26	97.17
Motor vehicles	41.6	41.7	42.6	2.81	2.75	2.68	116.95	114.70	114.37
Assembling	42.4	45.1	43.2	3.02	2.96	2.82	128.13	133.75	121.81
Parts and accessories	41.1	39.1	42.2	2.67	2.64	2.61	109.58	103.30	110.09
Shipbuilding and repairing	40.3	40.9	40.8	2.58	2.59	2.45	103.98	106.04	100.16
Electrical products	41.6	40.9	41.7	2.25	2.23	2.13	93.72	91.07	88.87
Communications equipment	41.2	40.2	41.2	2.14	2.12	2.00	88.35	85.26	82.38
Non-metallic mineral products	43.7	43.6	44.3	2.36	2.34	2.20	103.21	102.09	97.67
Petroleum and coal products	42.8	41.9	43.0	3.27	3.23	2.95	140.11	135.44	126.76
Chemical and chemical products	41.0	40.8	41.4	2.48	2.45	2.33	101.81	100.06	96.64
Miscellaneous manufacturing industries	41.3	41.2	41.6	1.82	1.81	1.71	75.16	74.57	71.08
CONSTRUCTION	44.2	44.3	43.3	2.83	2.78	2.56	124.83	123.31	110.84
Building	41.3	41.5	41.0	2.88	2.85	2.66	119.10	118.22	108.95
General contractors	40.9	41.4	41.0	2.77	2.71	2.55	113.33	112.05	104.67
Special trade contractors	41.7	41.6	41.1	2.99	2.98	2.76	124.57	124.02	113.46
Engineering	49.0	49.0	47.4	2.75	2.69	2.41	134.76	131.92	114.30
Highways, bridges and streets	50.2	50.2	49.3	2.30	2.26	2.09	115.29	113.53	103.15
Other engineering	48.1	48.0	45.1	3.16	3.10	2.81	152.05	148.62	127.02
OTHER INDUSTRIES:									
Urban transit	43.5	43.5	43.0	2.74	2.72	2.53	119.03	118.48	108.68
Highway and bridge maintenance	40.8	40.5	40.6	2.01	2.00	1.88	81.85	81.03	76.19
Laundries, cleaners and pressers	39.4	39.2	39.7	1.33	1.30	1.24	52.30	51.08	49.20
Hotels, restaurants and taverns	34.8	35.6	36.1	1.33	1.30	1.24	46.14	46.32	44.67

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average:					
1961	40.6	1.83	74.45	100.0	100.0
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
Last Pay Period in:					
1965—September	41.4	2.13	88.08	118.3	109.7
October	41.6	2.15	89.53	120.3	110.8
November	41.5	2.16	89.81	120.6	110.7
December	39.7	2.18	86.40	116.1	106.3
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August*	41.1	2.24	91.95	123.5	110.0
September†	41.2	2.27	93.59	125.7	111.8

†Revised. *Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7 (Formerly C-4)—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	September 1966	August 1966	September 1965	September 1966	August 1966	September 1965
				$	$	$
Newfoundland	40.6	41.9	40.2	1.90	1.84	1.74
Nova Scotia	40.4	40.8	40.8	1.86	1.83	1.75
New Brunswick	41.7	41.9	41.3	1.84	1.79	1.76
Quebec	42.3	42.4	42.3	2.04	2.02	1.90
Ontario	41.2	40.9	41.5	2.39	2.35	2.25
Manitoba	40.5	40.4	40.9	1.97	1.94	1.87
Saskatchewan	40.2	40.0	40.0	2.30	2.28	2.12
Alberta (includes Northwest Territories)	40.3	39.8	40.4	2.28	2.24	2.17
British Columbia (includes Yukon Territory)	37.7	37.5	38.0	2.83	2.80	2.66

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

The re-organization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D Table statistics to persons registered for employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, DBS (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the government agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Pensions Section, Labour Division, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*. For further information regarding the nature of the data see Technical Note, page 219, March issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1966—November	4,583,000	4,316,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000
February	4,506,000	3,975,500	530,500
January	4,482,000	3,970,200	511,800
1965—December	4,444,000	4,026,000	418,000
November	4,365,000	4,120,400	244,600

TABLE E-4—Benefit Payments, by Province, December 1966

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	55,530	1,260,325
Prince Edward Island	8,215	198,522
Nova Scotia	45,045	1,065,283
New Brunswick	47,909	1,133,856
Quebec	270,645	6,746,137
Ontario	245,927	6,115,458
Manitoba	31,826	808,970
Saskatchewan	45,891	1,091,796
Alberta	22,250	535,321
British Columbia and Yukon Territory	130,832	3,471,244
Total, Canada, December 1966	904,070	22,426,912
Total, Canada, November 1966	590,491	14,286,900
Total, Canada, December 1965	865,852	21,183,762

*Weeks Paid represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, December 1966

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	17,832	15,888	1,944	16,571	14,419	2,152	5,190
Prince Edward Island	3,714	3,336	378	3,281	3,024	257	1,206
Nova Scotia	14,737	12,056	2,681	12,034	10,239	1,795	5,672
New Brunswick	13,301	10,833	2,468	13,005	11,163	1,842	3,949
Quebec	74,258	55,678	18,580	65,808	52,849	12,959	28,866
Ontario	67,127	51,258	15,869	58,427	45,924	12,503	24,829
Manitoba	7,829	6,109	1,720	7,597	6,055	1,542	2,782
Saskatchewan	7,784	6,311	1,473	7,390	5,808	1,582	2,867
Alberta	9,283	7,160	2,123	10,632	8,176	2,456	2,961
British Columbia	35,588	26,920	8,668	33,441	25,955	7,486	11,651
Total Canada, December 1966	251,453	195,549	55,904	228,186	183,612	44,574	89,973
Total Canada, November 1966	152,666	112,607	40,059	118,218	84,951	33,267	66,706
Total Canada, December 1965	262,174	204,755	57,419	225,456	182,177	43,279	101,975

*In addition, revised claims received numbered 37,526.

†In addition, 36,053 revised claims were disposed of. Of these, 3,308 were special requests not granted and 1,355 were appeals by claimants. There were 8,709 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 31, 1966

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	November 1966	December 1965
CANADA	423,437	279,508	87,542	36,637	19,750	266,287	417,970
Male	307,269	220,416	58,303	18,340	10,210	173,343	304,996
Female	116,168	59,092	29,239	18,297	9,540	92,944	112,974
NEWFOUNDLAND	26,740	20,636	3,944	1,689	471	12,107	26,540
Male	24,500	19,533	3,410	1,286	271	10,232	24,824
Female	2,240	1,103	534	403	200	1,875	1,716
PRINCE EDWARD ISLAND	5,101	4,378	507	192	24	1,765	5,132
Male	4,040	3,568	355	105	12	1,248	4,135
Female	1,061	810	152	87	12	517	997
NOVA SCOTIA	24,135	16,345	4,478	1,989	1,323	13,286	25,224
Male	19,702	14,222	3,323	1,237	920	9,962	21,046
Female	4,433	2,123	1,155	752	403	3,324	4,178
NEW BRUNSWICK	24,468	16,317	5,156	1,987	1,008	14,442	25,827
Male	18,651	13,280	3,584	1,158	629	10,054	20,188
Female	5,817	3,037	1,572	829	379	4,388	5,639
QUEBEC	129,448	84,389	27,764	11,060	6,235	83,838	132,668
Male	94,624	67,046	19,172	5,298	3,108	55,699	97,899
Female	34,824	17,343	8,592	5,762	3,127	28,139	34,769
ONTARIO	112,549	72,166	21,906	11,872	6,605	74,595	106,985
Male	68,973	48,935	11,466	5,479	3,093	40,506	66,629
Female	43,576	23,231	10,440	6,393	3,512	34,089	40,356
MANITOBA	13,572	9,126	2,929	912	605	8,995	17,095
Male	10,254	7,324	2,131	447	352	5,988	12,208
Female	3,318	1,802	798	465	253	3,007	4,887
SASKATCHEWAN	12,496	8,663	2,622	727	484	6,768	12,573
Male	9,882	7,345	2,027	233	277	4,687	9,537
Female	2,614	1,318	595	494	207	2,081	3,036
ALBERTA	17,181	11,082	4,216	1,211	672	11,930	17,355
Male	13,234	9,397	2,964	471	402	7,960	12,757
Female	3,947	1,685	1,252	740	270	3,970	4,598
BRITISH COLUMBIA	57,747	36,406	14,020	4,998	2,323	38,561	48,571
Male	43,409	29,766	9,871	2,626	1,146	27,007	35,773
Female	14,338	6,640	4,149	2,372	1,177	11,554	12,798

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

F—Prices

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949=100)				
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—February	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of February 1967

	All Items									
	February 1966	*January 1967*	*February 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
					(1949=100)					
St. John's, Nfld.*	124.4	127.0	126.6	125.5	120.0	118.1	121.7	169.8	151.4	118.1
Halifax	136.0	139.0	139.3	137.4	138.1	137.7	142.4	180.5	180.2	128.0
Saint John	138.7	143.0	143.3	141.4	137.7	139.2	152.5	211.5	169.7	129.2
Montreal	141.2	144.1	144.8	150.2	139.8	120.1	179.9	192.3	164.8	129.6
Ottawa	141.5	145.2	145.2	145.5	141.2	134.6	167.7	191.7	160.3	134.8
Toronto	143.8	148.2	148.1	142.7	149.2	137.7	153.2	183.6	202.9	131.7
Winnipeg	138.1	140.7	141.1	142.8	132.4	135.6	145.6	196.2	153.8	140.2
Saskatoon-Regina	134.0	137.3	137.0	140.8	131.3	141.2	139.0	160.3	155.3	126.8
Edmonton-Calgary	132.5	136.6	136.6	134.4	132.1	137.5	138.8	189.7	154.3	125.0
Vancouver	137.5	140.9	140.9	140.3	139.8	132.8	151.8	166.6	161.5	125.6

*St. John's index on the base June 1951 = 100. NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 336.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—February	33	76	18,403	237,920	0.21
March	54	90	30,079	354,250	0.27
April	64	108	50,838	441,130	0.38
May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41

*Preliminary.

TABLE G-2—Strikes and Lockouts, February 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	60	120
Forestry	—	—	—
Mines	8	1,864	9,380
Manufacturing	29	11,703	156,270
Construction	11	1,417	3,930
Transportation and utilities	5	1,064	10,710
Trade	2	25	180
Finance	—	—	—
Service	8	61,466	202,010
Public administration	3	9,550	107,000
ALL INDUSTRIES	67	87,149	489,600

TABLE G-3—Strikes and Lockouts, February 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	3	880	1,580
New Brunswick	1	151	500
Quebec	22	72,636	328,420
Ontario	33	12,241	150,970
Manitoba	2	309	990
Saskatchewan	—	—	—
Alberta	1	110	330
British Columbia	3	520	3,900
Federal	2	302	2,910
ALL JURISDICTIONS	67	87,149	489,600

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1967 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			February	*Accumulated*		
MINES						
Metal						
Solbec Copper Mines Ltd., Stratford Centre, Cté Wolfe, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	160	3,200	19,070	Sept. 9 —	Wages—
Nigadoo River Mines Ltd., Ste. Rosette, N.B.	Mine, Mill and Smelter Workers Loc. 1043 (Ind.)	151	500	17,030	Oct. 22 Feb. 5	Wages in first agreement—35c an hr. increase immediately, 10c an hr. first yr., 7c 2nd.-yr., 8c 3rd.-yr.; 7 yearly paid holidays.
Rio Algom Nordic Mines Ltd.,* Elliot Lake, Ont.	Steelworkers Loc. 5417 (AFL-CIO/CLC)	120	180	180	Feb. 17 Feb. 20	Dispute over discrepancies in bonus rate—Return of workers.
Mineral Fuels						
Old Sydney Collieries Ltd., Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	360	360	360	Feb. 2 Feb. 3	Disagreement over work assignment —Return of workers.
McBean Mine-Acadia Coal Co. Ltd., Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	400	800	800	Feb. 16 Feb. 21	Disagreement between a foreman and nine workers—Return of workers.
Crowsnest Industries Ltd., Fernie & Michel, B.C.	Mine Workers Locs. 7292 & 7310 (Ind.)	500	3,500	3,500	Feb. 20 —	Wages—
Non-Metal						
National Asbestos Mines Ltd., Thetford Mines, Que.	Mining Employees' Federation (CNTU)	157	520	520	Feb. 1 Feb. 6	In protest over elimination of a job classification—Return of workers.
MANUFACTURING						
Food and Beverages						
Coopérative Dorchester, St-Anselme, Cté Dorchester, Que.	Chemical Workers Loc. 742 (AFL-CIO/CLC)	136	2,720	3,810	Jan. 19 —	Job security—
Choice Cut-Up Chicken, Aurora, Ont.	Packinghouse Workers Loc. 1162 (AFL-CIO/CLC)	114	1,030	1,580	Jan. 25 Feb. 14	Hours—20c an hr. increase for males, 25c for females first-yr., 15c for males, 20c for females 2nd.-yr., 15c for males, 20c for females 3rd.-yr.; work week 42½ hours first-yr., 40 hours 2nd.-yr., overtime paid time and one half.
Canadian Breweries Ltd., Toronto, Ont.	Brewery Workers Loc. 304 (AFL-CIO/CLC)	341	1,010	1,010	Feb. 15 Feb. 20	Disagreement over severance pay and transfers—Return of workers pending negotiations.
Textile						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,080	12,280	Nov. 21 —	Wages, union security, bonding of employees—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			February	*Accumulated*		
Wood						
Price (Shipshaw) Sawmill Ltd., St-David-de-Falardeau, Que.	Unorganized	125	2,500	3,380	Jan. 23 —	Union recognition—
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	372	7,440	291,380	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Algoma Steel Corp., Sault Ste. Marie, Ont.	Locomotive Firemen and Enginemen Loc. 606 & Trainmen Loc. 611 (AFL-CIO/CLC)	200	170	170	Feb. 18 Feb. 19	Wages—52c an hr. increase over a 3-yr. contract; other improvements.
Metal Fabricating						
American Standard Products Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	125	2,460	4,740	Jan. 5 —	Wages—
Machinery						
Ex-Cell-O Corporation of Canada Ltd., London, Ont.	Moulders Loc. 49 (AFL-CIO/CLC)	200	200	200	Feb. 21 Feb. 22	Delay in new contract negotiations—Return of workers, negotiations to continue.
Transportation Equipment						
Fairbanks Morse (Canada) Ltd., Kingston, Ont.	U.E. Loc. 522 (Ind.)	170	2,890	2,890	Feb. 6 —	Wages, plus increased health and welfare benefits—
Electrical Products						
The Canadian Coleman Co. Ltd., Toronto, Ont.	CLC—directly chartered	215	4,300	21,820	Oct. 18 —	Wages in new agreement—
Canadian General Electric Co. Ltd., Various locations, Ont.	U.E. various locals (Ind.)	8,308	119,080	119,080	Feb. 7 Feb. 27	Wages—19½% general wage increase over a 3-yr. contract; other benefits.
Non-Metallic Mineral Products						
Atikokan Cement Products Ltd., Atikokan, Ont.	Teamsters Loc. 990 (Ind.)	380	950	950	Feb. 25 Feb. 28	Union recognition—Return of workers pending further negotiations.
Chemical Products						
T.C.F. of Canada, Ltd., Cornwall, Ont.	Textile Workers' Union Loc. 1332 (AFL-CIO/CLC)	263	1,670	2,460	Jan. 27 Feb. 9	Wages—Wage increases; other improved benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			February	*Accumulated*		
CONSTRUCTION						
MacDonald Construction, Sydney-Glace Bay Highway, Cape Breton, N.S.	Carpenters (AFL-CIO/CLC)	120	420	420	Feb. 7 Feb. 13	Jurisdictional dispute between unions —Return of workers.
Chemical Construction (Canada) Ltd., Brandon, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	244	610	610	Feb. 8 Feb. 13	Jurisdictional dispute—Return of workers.
Foresteel Industries Ltd., Atikokan, Ont.	Various unions	740	1,960	1,960	Feb. 17 Feb. 28	Jurisdictional dispute—Return of workers.
Poole Construction, Wabamun, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	110	330	330	Feb. 22 Feb. 27	Workers left jobs to attend meeting—Some workers rehired, replacement of others.
TRANSPN. & UTILITIES						
Transportation						
Taggart Services Ltd.,* Various locations, Ontario and Quebec	Teamsters Various locals (Ind.)	182	2,730	25,600	Aug. 3 Feb. 22	Signing of agreement—Teamsters decertified as bargaining agents.
Power, Gas and Water						
Quebec Natural Gas Corporation, Montreal and area, Que.	Public Service Employees Federation (CNTU)	800	6,400	23,200	Nov. 21 Feb. 13	Wages—25c an hr. increase immediately, 10c an hr. Sept. 1, 1967, 10c May 1, 1968, 15c Oct. 1968.
SERVICE						
Education						
Montreal Catholic School Commission, Montreal and area, Que.	Alliance des professeurs catholiques de Montréal & Federation of English-Speaking Catholic Teachers Inc.	9,515	125,440	246,560	Jan. 13 Feb. 20	Wages—Return of teachers.
Commission Scolaire Régionale des Vieilles-Forges, Trois-Rivières, Que.	Association Professionnelle des Enseignants des Vieilles Forges	1,239	17,350	21,070	Jan. 27 Feb. 21	Wages, working conditions, professional status—Return of teachers.
Commission Scolaire Régionale Meilleur, Granby, Que.	Corporation des Instituteurs Catholiques	620	3,720	3,720	Feb. 10 Feb. 20	Wages, working conditions, professional status—Return of teachers.
Commission Scolaire Régionale de la Mauricie, Shawinigan, Que.	Corporation des Instituteurs Catholiques	650	4,550	4,550	Feb. 10 Feb. 21	Wages, working conditions, professional status—Return of teachers.
Commission Scolaire Régionale de Chambly, Chambly, Que.	Corporation des Instituteurs Catholiques	175	1,400	1,400	Feb. 10 Feb. 22	Wages, working conditions, professional status—Return of teachers.
Province of Quebec Teachers, Province-wide.	CIC-PACT-PAPT	48,800	48,800	48,800	Feb. 17 Feb. 18	To protest Bill 25—Return of teachers.

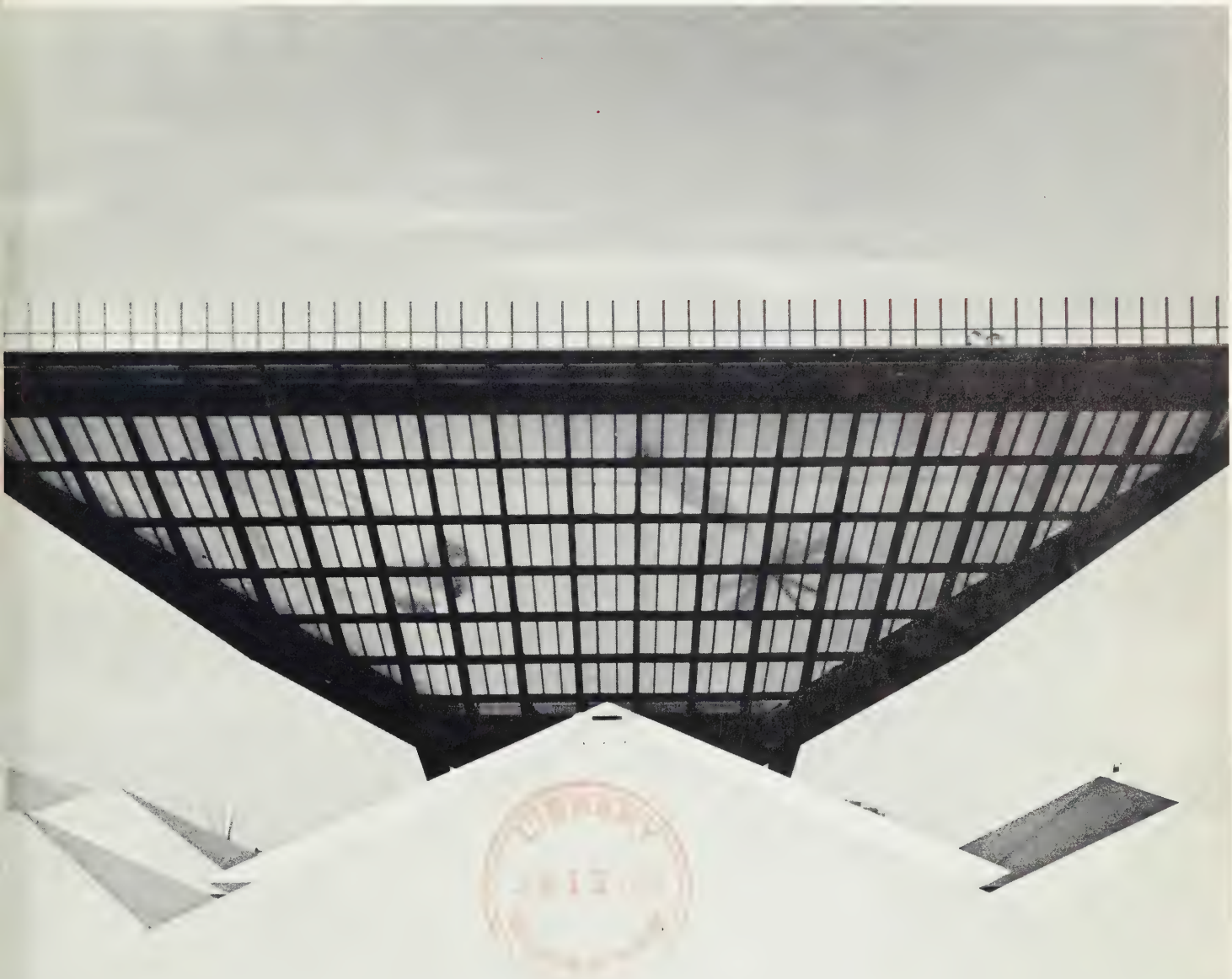
TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			February	*Accumulated*		
Health and Welfare						
Quebec Hospital Interns, Montreal and area, Que.	Quebec Association of Resident Doctors and Interns	2,000	2,000	2,000	Jan. 31 Feb. 1	Wages—Return of interns.
Personal Services						
Queen Elizabeth Hotel, Montreal, Que.	Hotel Employees Loc. 382 (AFL-CIO/CLC)	450	450	450	Feb. 27 Feb. 28	Wages—Return of workers.
PUBLIC ADMINISTRATION						
Provincial Administration						
Quebec Revenue Department, Montreal, Que.	Quebec Government Employees (CNTU)	250	5,000	6,000	Jan. 26 —	Alleged failure to honour contract—
Local Administration						
City of Montreal, Montreal, Que.	Public Service Employees Federation (CNTU)	4,500	90,500	99,000	Jan. 30 —	Wages—
City of Montreal, Manual workers, Montreal, Que.	Public Employees Loc. 301 (CLC)	4,800	12,000	12,000	Feb. 11 Feb. 15	Wages—Return of workers.

*Federal Jurisdiction.

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Canada Department of Labour/June 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1965. Price 75 cents, Cat. No. L2-15/1965.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

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(Continued on inside back cover)

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Cover Photograph

Katimavik, an Eskimo word meaning "gathering place," is the name of the Canadian Government Pavilion at Expo 67. Dominating Canada's site, its promenade ramp atop four turquoise vinyl slopes offers one of the best vantage points for viewing Expo and the City of Montreal, sprawled at the foot of Mount Royal across the St. Lawrence River.

Photo by Michel Proulx, Montreal

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50 Years Ago

The Legislature of British Columbia established a Department of Labour and the GAZETTE described its duties and organization

The passing of an act by the Legislature of British Columbia establishing a Department of Labour in that province was reported in the LABOUR GAZETTE of June 1917.

This journal said that the new act had been largely adapted from Chapter 13 of the Ontario statutes of 1916 that had created a Trades and Labour Branch in Ontario. "The duties imposed upon the new department . . . include the administration of laws affecting labour, the dissemination of information on all matters connected with the industrial occupations of the people, the publication of data relating to the industries of the province and rates of wages, and the establishment of employment bureaus.

"The department is also required to report on industrial conditions, the establishment of new industries, and the operation of labour laws in other countries. It is required to consider any petition suggesting a change in the labour laws, or any matter affecting the industrial classes presented by any trades and labour council or other organization, and to perform any other duties prescribed from time to time by the provincial legislature. The Minister of Labour and his officers are given adequate powers to obtain the information required under the act . . . "

The GAZETTE also reported the passing of a Civil Service Act by the British Columbia Legislature in May. The Act established a Civil Service Commission consisting of one person. "The Commission is required to test and pass upon the qualification of candidates for admission to, or promotion in the civil service; to investigate the operation of the Act; upon the request of a Minister, to investigate any matter relative to his department; and to report upon the organization of the departments and on any proposed change in such organization.

"The civil service is divided into classes as follows: (a) deputy ministers; (b) technical officers, consisting of such classes of persons possessing professional or other special technical knowledge and experience as may be specified by order in council; (c) first class, consisting of the principal administrative and executive officers not specifically provided as technical officers; (d) second class, consisting of other clerks having administrative, executive, or technical duties which are of the same nature as, but of less importance and responsibility than, those of the first class; (e) third class, consisting of other clerks performing duties of minor importance and of a routine character, also including stenographers and typists; (f) fourth class, consisting of constables, gaol guards, game wardens, fire wardens, messengers, janitors, and others whose duties are not clerical.

"The first and second classes are divided into two, and the third class into three grades. In addition to these classes, there is a special grade of skilled employees, such as foremen, inspectors, clerks of works, junior draftsmen, photographers, electricians and machinists.

"The salaries of deputy ministers and technical officers may be fixed by the Lieutenant-Governor in Council, and such officers are eligible for annual increases not exceeding $10 per month until the limit per annum fixed for the office is reached. In the other four classes, the minimum and maximum annual salaries are as follows: First Class, Grade A, $2,400 to $3,000; Grade B, $2,100 to $2,400. In each grade of the first class, the annual increase is $120.

"Second Class, Grade A, $1,800 to $2,100; Grade B, $1,000 to $1,800. In each grade of the second class, the annual increase is $100. Third Class, Grade A, $1,080 to $1,500; Grade B, $720 to $1,080; Grade C, $540 to $720. In Grade A of the Third Class, the annual increase is $72. In Grades B and C, the annual increase is $60. In the fourth class the maximum salary is $1,200."

After some further description of the organization of this provincial civil service, the GAZETTE continues, "The Lieutenant-Governor in council may appoint technical officers without competitive examinations upon the recommendation of the minister based on the report in writing of the deputy minister, if the person to be appointed obtains from the Commission, certificates that he possesses the requisite knowledge and ability and is duly qualified as to health, character and habits. Vacancies in Grade A of the higher classes are to be filled as far as is consistent with the public interest by promotion from the Second or Third Classes.

"Annual leave may be granted for a period not exceeding 21 working days in each year. In case of illness, upon production of the certificate of a physician approved by the Commission, the Commission may grant the necessary leave of absence for a period not exceeding 12 months. The retirement age is placed at 65, although the term of office may be extended for a period not exceeding 12 months."

The LABOUR GAZETTE reviewed a bulletin of the United States Bureau of Labor Statistics that consisted of a reprint of the memoranda of the British Health of Munition Workers' Committee. In a memorandum on hours of work, the Committee objected to overtime on several grounds, one of which was that it was "liable to curtail unduly the period of rest and sleep available for those who have to travel long distances to and from their work, a matter of special importance in the case of young persons."

Another objection was that "the fatigue entailed increases the temptation to men to indulge in the consumption of alcohol." The Committee recommended that "average weekly hours (exclusive of meals) should not exceed 65 to 67, including overtime. Hours in excess of 65 should only be worked for short periods and to meet sudden and unexpected circumstances."

For women, "Work in excess of the normal limit of 60 hours a week ought to be discontinued as soon as practicable, although little objection is seen to such moderate overtime during the week as can be compensated for by an earlier stop on Saturdays. Boys over 16 should be allowed to be employed overtime up to the maximum suggested for men, but boys under 16 should not work more than 60 hours a week.

"In a special study of output in relation to hours of work, the committee found that for men engaged in very heavy labour, the maximum hours of actual work yielding the most effective results appear to be 56 or less per week; for men engaged in moderately heavy labour, about 60 per week; while for men and youths engaged in light labour, such as tending semi-automatic machines, probably 64 hours per week should be the maximum."

Economic Council of Canada

National Conference on Labour-Management Relations



Prof. Jean-Réal Cardin

ECC calls 220 delegates to discuss employment security and manpower policy

The role of collective bargaining, and the need for permanent joint consultation committees is debated by labour, management and government

Collective bargaining is unlikely, in the present state of things, to make a meaningful contribution to the solution of manpower adjustment problems. The insufficiency of collective bargaining is due, in large measure, to the attitudes held by management and by unions.

These are the findings of a report titled *Manpower Adjustment to Technological and Other Change and Labour Relations in Canada*, by Prof. Jean-Réal Cardin, Director, Department of Industrial Relations, Laval University. The report was commissioned by the Economic Council of Canada, and was used as the basis for discussion at a two-day National Conference on Labour-Management Relations held at Ottawa in March.

The paper dealt with weaknesses in the present situation of manpower adjustment to technological change, and suggests certain institutional means to improve the contribution of current labour relations to the solving of the problem. It was one of a series of studies prepared to provide a basis of discussion for participants at the Conference.

The first two chapters survey the attitudes, structures and internal communications in both labour and management organizations. Prof. Cardin notes that organized labour in Canada is deeply aware of the problem of manpower adjustment, although it faces certain difficulties inherent in the structures of unionism in Canada. Similarly, among Canadian employers, there is a notable absence of structured organizations, a diversity of attitudes and interests, and a multiplicity of problems and policies.

Chapter three is an assessment of current collective bargaining practices, and of the communication systems surrounding manpower adjustment procedures. Chapter four outlines the role of government agencies in labour relations and its effects on labour-management-government communications. There is general agreement that intervention of public authorities is necessary, Prof. Cardin points out, and he suggests criteria for developing labour market policies toward technological and other changes.

To lay the basis of discussion, Prof. Cardin presents certain suggestions in Chapter five of both a long- and a short-term nature concerning improvement of the contribution of labour relations to solving the problems of manpower adjustment to change. He suggests that the recent labour disputes in Canada demonstrate the inability of our labour laws, union and management structures, and accepted ideologies to resolve these problems effectively. He says that the notion of the common good must be redefined because governments can no longer limit their actions to roles as arbitrator, conciliator, mediator-extraordinary, policeman or judge.

"Generally, it is clear that labour and management cannot contribute to changing their environment except by compromising at the outset—that is, by agreeing to reformulate the ideological

assumptions that now support their actions. [They must provide] themselves with the necessary organizations and a research and management staff to carry on a dialogue at the highest levels in an objective and informed manner."

To meet this general long-term suggestion, Prof. Cardin calls on the Canadian labour movement to establish a better balance between bargaining demands and participation, and to achieve a greater cohesion of structure and a better arrangement of authority. To management, he suggests that a greater conception of the social role of the firm be recognized, and that representative organizations in the field of labour relations be created. Toward both, he stresses the need for more advanced research and the required technical personnel.

Narrow Outlook

Other findings in the report are:

(1) Because unions have confined themselves to a role of "pure bargaining and to the constraint of management decisions," many observers have deplored the lack of a broad outlook on union action. Fragmentation among unions by industry, and the incapacity of unions, by craft, to offer effective contribution to solving manpower problems have limited their powers and, hence "solutions often tend to become 'political' rather than technical or truly objective, because of the various internal pressures being brought to bear on the spokesmen for the union." Furthermore, "the presence in Canada of two major labour congresses, plus a certain number of independent organizations, may contribute to the problem of communications within the labour movement."

(2) "Traditional management attitudes in Canada leave employers ill prepared to co-operate effectively in the over-all solutions that these problems require." An "individualistic philosophy" has invested management with a role and a prestige that have made it the real, and practically the sole custodian of actual power in the field of economic and industrial organization. Management associations, however, are not generally empowered or organized to participate in collective bargaining.

(3) Government initiatives to develop labour-management communications are taking place outside the scope of collective bargaining. They have not succeeded in influencing the traditional state of communications between employers and unions in their everyday labour relations practices concerning concrete problems.

(4) Periodic meetings to draw up a contract do not permit the objectivity necessary for airing conflicts that arise from their respective approaches to manpower adjustment problems. Management wants to retain its traditional rights to industrial control, while unions want to attain a certain security of employment for their members by limiting management initiative.

Industry Level

Among other suggestions he makes toward the solution of labour problems, Prof. Cardin calls for an integrated manpower policy that will include an expanded conception of collective bargaining. Collective bargaining must take into account policies of a more general nature, and carry them out at industry, rather than at plant level.

To dissipate the "atmosphere of crisis" and to eliminate the "legalism and the sterile strategy" of labour-management communications on collective bargaining, Prof. Cardin suggests forming permanent joint bodies. Following the European example of "paritarism", the parties could then meet periodically to discuss common problems as they develop. With the help of technical and other advisers, the joint committees could set guidelines that would lead to the conclusion or renewal of an agreement that could serve as a pattern for their reports at the industry level, and as a basis for local and regional agreements.

Prof. Cardin attributed the false conception that joint bodies in industrial relations are alternatives to real negotiation, to the fact that such formulas are often put forward as substitutes for negotiation. He denies the notion that if the parties managed to "understand each other" at meetings and on aims outside their ordinary disputes, no conflict could continue between them. Instead, he underlines the need for a "form of bargaining"—for a means of confrontation in which the parties could participate frankly and objectively.

For the immediate future, he suggested that a joint consultative committee be set up between authorized and representative management delegates, and union representatives from the two Canadian congresses. This "summit committee" should be formed "to take a serious look at all the problems due to changes affecting manpower, and to delimit, with the greatest possible accuracy, the areas of understanding and possible or apparent conflict between employers and unions."

Legislation

He stressed that, "If legislation is to result from these discussions, it is the State which must pass this legislation. In this way the legislation is much more likely to affect the legitimate points of view expressed by this committee and the discussions that may take place there."

Joint industrial committees should be formed as soon as possible at the levels of the different branches of industry most severely affected by technical progress. "It is essential, in my opinion, that such meetings . . . , enjoying some permanence and unquestioned loyalty, be formed even if they exist at first on a purely 'voluntary' and informal basis."

Prof. Cardin's paper concludes with the recommendation that joint organizations at individual employer and establishment levels be set up for the analysis and discussion of local problems, and he emphasized that these meetings on the company and plant level should be left up to the initiative of the parties involved. The joint bodies, he believes, could go a long way toward making the groups aware of the problems, and then ultimately lead to overall, long-term solutions to problems of manpower adjustment.

KEY SPEAKERS

The delegates to the ECC's Labour-Management Conference were addressed by several key representatives on the subject of labour and management relations, after which work study groups considered the proposals and recommendations presented.

The conference was not without moments of tension as representatives tackled problems of national concern. Problems concerning the introduction of automation and other technological changes in Canadian industry were met with both opposition and agreement. In drawing their conclusions, however, the delegates reached a consensus that labour and management must change their attitudes if they are to communicate effectively and deal intelligently with technological change.

Outlining the Issues

The Chairman of the Economic Council, Dr. J. J. Deutsch, in his keynote address outlined some of the issues presented in the two papers. He put forward some of his own ideas on the subject, and discussed the objectives and role of collective bargaining in Canada.

Collective bargaining is "a procedure for determining the amount and form of compensation of workers and the division of the economic pie; it is a method to establish, change and administer the rules and duties of the work place; and it is a system for the peaceful settlement of a great many issues and disputes during the period of collective agreements."

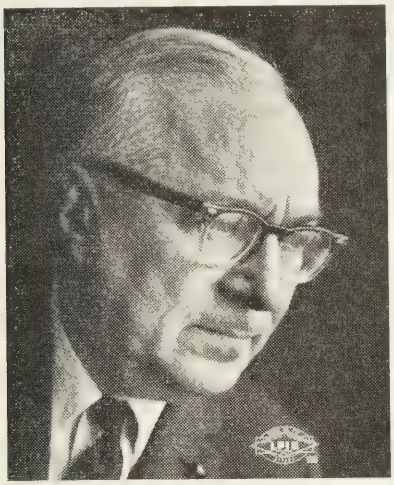
He explained some of the heavy demands Canadians place on the economy and its capacity to produce. To meet these demands, he urged an increase in the efficiency and productivity of our industry.

He cautioned delegates not to place the blame for unemployment on technological progress and automation. "In the past

Continued on page 383

News Briefs

OLRB chairman to head new public service board



Jacob Finkelman

Photo by R.A. Wooland

Jacob Finkelman, Chairman of the Ontario Labour Relations Board, has been named Chairman of the Public Service Staff Relations Board, which will oversee administration of the new legislation providing for collective bargaining in the federal public service (L.G., May, p. 291). Prime Minister Pearson announced the appointment in February.

An expert on labour law, Mr. Finkelman has been active in the development and application of labour relations legislation in Canada for many years. As a member of the law faculty at the University of Toronto in 1933, he introduced the first university course on labour law in Canada.

Georges E. Gauthier, Associate Commissioner of the Centennial Commission, and former Director of the Pay Research Bureau, Public Service Commission, has been appointed Vice-Chairman of the Board.

Louis Philippe Levac of Montreal has been appointed Secretary. He was Director of Industrial Relations with Fraser Brace Engineering Co. Ltd., and worked for many years previously as Senior Labour Relations Counsellor with Domtar Ltd.

The employee representatives appointed are: Prof. Jean-Réal Cardin, Director, Department of Industrial Relations, Laval University; Prof. Saul Frankel, Department of Economics and Political Science, McGill University; Romeo Maione, of the United Steelworkers of America, Toronto.

The employer representatives appointed are: Philip T. Davis, former president of the Ottawa Board of Trade; Jacques Gilbault, Director of Industrial Relations, Montreal Transportation Commission; and Mrs. Margaret Konantz, a former Liberal MP from Winnipeg.

Taxation report proposes changes in employee benefits

The *Report of the Royal Commission on Taxation* prepared by Kenneth Carter, has proposed radical changes in the field of employee benefits. The general underlying principle is to include everything in the individual's "tax base," and then to set tax rates that would raise the required revenue. And although employee benefit plans have not eluded this large net, retirement savings are granted one of the few significant tax concessions.

Generally, employee benefits would be taxed as received, but tax relief would be given on the contribution made by an employee or employer toward the cost of such benefits.

The Report recommends the following provisions:

–group life insurance premiums would be deductible, whether paid by an employer or employee, and any resulting death benefit would be fully included, for income tax purposes, in the tax base of the beneficiary;

–income indemnity benefits of all kinds (workmen's compensation, unemployment insurance, sick pay, insured weekly indemnity benefits, and so on) would be fully included in the tax base for income tax purposes, and contributions by employers and employees would be fully deductible;

–strike pay would be income, when received;

–hospital insurance premiums paid by an employer would be added to an employee's income; benefits paid under a hospital insurance plan would be neither taxable nor deductible; medical expenses in excess of three per cent of income would be deductible provided that they are out-of-pocket expenses, including premiums or contributions paid to a medical care plan; employer contributions toward medical care premiums would be included in employees' incomes; the "standard deduction" for medical expenses and charitable donations would no longer apply to medical expenses;

–other "fringe" benefits, such as subsidized meals, transportation passes, free or low-cost housing, company cars, club, union or association dues paid by an employer, and entertainment expenses above set levels, would be taxable income; and

–certain lump sum payments that now receive special tax treatment would be included as ordinary income; among these are lump sums payable as retiring allowances, death benefits, distributions from profit-sharing plans, severance benefits and stock option benefits, which must be considered in conjunction with the income-averaging provision and lower level of tax rates proposed by the Report.

Canada Council survey indicates no brain-drain

Canada is not losing its top scholars to the "brain-drain". A recent report issued by the Canada Council indicates that 97 per cent of the Council's doctoral fellowship winners who studied in Canada in the humanities and social sciences are remaining here. And at least 80 per cent of those Canadians who completed their studies in the United States or abroad have returned to Canada to work.

Canada Council doctoral fellowships in these particular courses have increased rapidly since 1957, when 97 awards were given for the 1958-59 academic year. More than 1,000 were awarded this year.

Jean Boucher, Director of the Canada Council, said: "It is evident that the doctoral fellowship program has achieved its aim of training people for university careers." He was referring to the 92 per cent of award winners who subsequently took up teaching careers in Canadian universities. Mr. Boucher said that almost all of the fellowship winners have received, or are still working toward their Ph.D. The failure rate, at less than four per cent, is marginal.

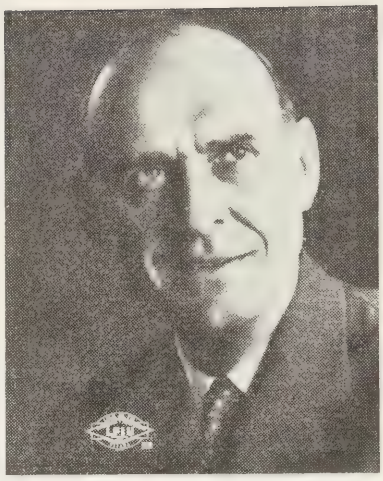
The survey was made among the 809 fellowship winners of the first seven years of the program, from 1958-59 to 1964-65. A detailed questionnaire was mailed to all 809, and replies were received from 588, or 73 per cent of the total. The questionnaire revealed that all but 13 per cent of the employed respondents are working in Canada. Of the 58 award holders who were working abroad, 34 hope to come back to Canada. The repatriation rate is higher for women (84 per cent) and much higher for French-speaking award holders (92.5 per cent).

Morse re-elected Director-General of ILO

David A. Morse, who has now headed the International Labour Organization for more than 18 years, a term of office unprecedented in the history of international organizations, has been re-elected Director-General for a further five years.

The new period will begin September 1968, at the end of the current term of office. The election was held at the 168th session of the governing body, which met at Geneva in March.

Mr. Morse was first elected Director-General in June 1948 for a 10-year period. He has since been re-elected twice in succession, May 1957 and March 1962, on each occasion for a five-year period (L.G. 1961, p. 1264).



David A. Morse

ILO Photo

ILO convention influences provincial legislation

During the budget debate in the British Columbia Legislature last February, the Minister of Mines and Petroleum Resources presented a bill* proposing amendment of existing regulations barring women from working in mines by introducing the following section:

> 17 (3) No female shall be employed underground in a mine except with the approval of the Chief Inspector.

The proposal, said the Minister, was suggested in view of the introduction of automated equipment in the mines, and the fact that it would be "possible for a woman to work at a nice clean situation underground pushing buttons all day long."

The Minister's attention was drawn to Canada's ratification in September 1966 of ILO Convention No. 45, prohibiting underground work for women, and to the fact that ratification was made only after prior assurances had been received from provincial authorities in the 10 provinces that they were prepared to abide by the provisions of the Convention, and that they had passed legislation to this effect.

The Convention provides for exemptions of: females holding positions of management who do not perform manual work; those employed in health and welfare services; those who, in the course of their studies, spend a period of training in the underground parts of a mine; and any other females who may occasionally have to enter the underground parts of a mine for the purpose of a non-manual occupation.

When the matter was brought to the attention of the Chief Mining Inspector by the provincial Department of Labour, he said that the Province would not want to go against a code adopted by the federal government. The Legislature's Mining and Railway Committee accordingly amended the proposed legislation to exclude all women except those in managerial positions not requiring manual work, those in health or welfare services, and students and occasional visitors—thus complying with the ILO Convention.

A somewhat similar situation arose when the Council of the Northwest Territories was about to amend the Mining Safety Ordinances** so as to permit employment of women underground in mines. At the suggestion of the International Labour Affairs Branch of the Department of Labour, a revised version of the amendment was prepared that will continue to prohibit the employment of women underground, subject to the four exceptions listed in the Convention.

*An Act to Regulate the work of all Mines except Coal Mines, No. 22. 1967.

Nova Scotia marks 50 years of workmen's compensation

Workmen's compensation coverage in Nova Scotia has been in effect for 50 years. The anniversary was recorded in the *Report for 1966 of Workmen's Compensation Board of Nova Scotia.* The province was one of the first in Canada to enact enabling legislation for workmen's compensation. It was put into operation on January 1, 1917 (L.G. 1917, p. 2).

The report is available from the Queen's Printer, Halifax.

**The Mining Safety Ordinances 1956 Section 10(2).

Parliament

Settlement of a contract dispute between the railway companies concerned and the Canadian Brotherhood of Railway, Transport and General Workers, representing some 20,000 employees, was announced by the Minister of Labour on March 21 (*Hansard*, p. 14251). He said that the agreement, which would be submitted immediately for ratification by the union membership had been reached with the assistance of Carl H. Goldenberg, who had been appointed mediator some months before.

At the same time, the Minister announced the appointment of a board of arbitrators under the Maintenance of Railway Operation Act, 1966 to deal with the dispute between the shopcraft unions and the railway companies mentioned in the Act, affecting some 23,000 employees. Hon. Wilfrid Roach, formerly a justice of the Ontario Court of Appeal, was named as chairman; and Leon Lalande, Q.C., Montreal, and Dr. Horace Read, Q.C., Halifax, were named as members.

Booklet discusses automation and worker displacement

A booklet titled *Automation and Worker Displacement* has been published by the Institute of Public Affairs, Dalhousie University, Halifax.

The study was made by a sub-committee of the Nova Scotia Joint Labour-Management Study Committee, in co-operation with the Nova Scotia Voluntary Planning Board, as a contribution to joint research being undertaken by the Economic Council of Canada, the Nova Scotia Voluntary Planning Board, the Ontario Economic Council and the *Conseil d'Orientation Economique du Québec.*

Part I discusses the impact of change within a company, outlines some of the ways in which an individual company or operation can be affected by change, and cites some of the principles under which labour and management can reduce its possible ill effects.

Part II deals with the impact of change within a community. The problems of automation and worker displacement that cannot be handled internally by labour and management are discussed. It also covers definitions of problems, and frameworks for recommendations designed to cope with a broad range of activities dealing with problems of unemployment and worker displacement.

The booklet is available from the Institute of Public Affairs at $1 a copy. Group rates are also available.

Marine engineers transfer to Merchant Service Guild

A transfer that has been three years in the making has sent about 500 marine engineers in the Canadian Brotherhood of Railway, Transport and General Workers to the Canadian Merchant Service Guild, Inc., in Vancouver in an attempt to re-align and consolidate union jurisdictions.

The engineers, formerly represented by a small union of their own, joined the CBRT in 1959. Five years later, after the Norris investigation of scandals connected with the Seafarers' International Union (L.G. 1963, p. 775), it was thought that a conflict of interest might arise if the marine engineers, who are licensed under maritime legislation, were represented in the same group with seamen or unlicensed personnel. The transfer has been approved by a referendum of the engineers themselves.

Bob Cook, CMSG president, said: "The engineers were happy with the CBRT and satisfied with gains achieved. But they considered their needs would be better served in a larger organization that included other ship officers such as captains, mates and pilots."

W. J Smith, CBRT national president, said: "Although the transfer means a loss of 500 members, the main objective is to provide the best service possible for workers."

Differences removed under two labour acts

Amendments to the Fair Wages and Hours of Labour Act, which applies to construction contracts of the Government of Canada, went into effect on April 1, 1967.

The amendments remove differences between hours-of-work and minimum-wage standards established by the Fair Wages and Hours of Labour Act and by the Canada Labour (Standards) Code.

Under the amendments, hours of work on government construction contracts are limited to eight a day and 48 a week, except with the permission of the Minister of Labour in exceptional circumstances, or as prescribed by the Governor in Council. Hours in excess of eight a day and forty a week must be paid for at an overtime rate at least equal to one and one half times the rates required to be paid under the contract.

The amendment also provides that no rate paid on such contracts shall be less than the minimum hourly rate of pay prescribed by or pursuant to the Canada Labour (Standards) Code.

The amendment also includes a clause which requires that, for every default in carrying out these provisions, the contractor shall pay to Her Majesty as liquidated damages the sum of $50.

The amendment does not apply to any contract for which bids have been invited by the Government of Canada on or before April 1, 1967 or to any contract with the Government of Canada existing on that day.

Maternity protection for working mothers

Problems concerning the working expectant mother and her employer have been documented in a report, *Maternity Protection for Women Workers in Canada*, written by Sheila Woodsworth for the Women's Bureau, Canada Department of Labour.

The booklet reveals the attitude many employers take toward working mothers and the paradox of their declaring that mothers should not work, while at the same time admitting the difficulty of replacing them.

Among the subjects dealt with are: the increasing numbers of working mothers in the labour force; the influence of ILO Conventions and Recommendations; the relevant provincial labour laws; and federal and provincial provisions for maternity leave in the public service. Also included is a survey of maternity leave in business and industry, with details both of provisions in collective agreements and of policies resulting from unilateral management decisions.

The author reports that, although maternity protection in the form of cash and medical benefits is rare in Canada, it is customary in Australia, France, New Zealand, Sweden and Britain. To round out the study, Mrs. Woodsworth cites medical opinion on the health and welfare needs of mother and child.

On the inside of the jacket, a statement by Marion V. Royce, former director of the Women's Bureau, expresses the inherent need for a book of this nature. "Rapid growth of the female labour force over the past decade in Canada has brought to the fore the question of maternity protection for women workers," Miss Royce wrote. "Increasingly it has become a concern of employers, labour unions and governments as well as of women themselves. The existence of relevant policies and programs, or the lack of them, affects the welfare of the nation."

Ontario CS employees get pay raises

Ontario civil servants were given salary increases, averaging about 10 per cent, in April. The new rates were recommended after several weeks of mediation.

Under the new schedule, hospital aids will receive $2.10 to $2.28 an hour; hospital attendants, $2.28 to $2.46; correctional officers and training school supervisors, $2.61 to $2.82; and industrial officers, $2.71 to $2.93. X-ray technicians will receive between $5,000 and $5,500 a year. The new rates are retroactive to January 1, 1967 and are 8 to 14 per cent higher than those provided in an interim adjustment made last October.

Sam Finlay dies at 60

Sam Finlay, 60, International Vice-President and Vice-President of the Eastern Canadian Section of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers since 1944, died in Toronto on March 14 after a short illness.

Mr. Finlay was initiated into Lodge 637 in Toronto in 1938. He was appointed international representative in 1942, elected International Vice-President at the 17th Consolidated Convention in Kansas City in January 1944, and re-elected at the 1949, 1953, 1957, 1961 and 1965 conventions.

Mr. Finlay represented the Trades and Labour Congress of Canada at the founding convention of the International Confederation of Free Trade Unions in London, England in 1949. He represented the Congress on the original executive council of the International Confederation of Free Trade Unions at Brussels, Belgium in 1950.

He also represented Canada and the Brotherhood of Boilermakers at the 125th anniversary of the United Society of Boilermakers, Shipbuilders and Structural Workers of Great Britain, held at Whitley Bay, England in 1959, and was a member of the negotiating committee of the Associated Non-Operating Railway Unions from 1944 until the time of his death.

New Frontiers in White-Collar Unionism

Dr. W. Donald Wood, Queen's University, dismisses five long-held myths concerning the attitudes of white-collar workers toward trade unionism

Some of the popular myths concerning white-collar unionism in Canada were exploded recently by Dr. W. Donald Wood, Director of the Industrial Relations Centre at Queen's University, when he presented a paper on *New Frontiers in White Collar Unionism* at the Calgary Chapter of the Administrative Management Society on March 21.

Dr. Wood dismissed as "myths" the following:

(1) There is little white-collar unionism in Canada. People fail to recognize significant white-collar organizations because they look for signs of conventional unionism; but there is large-scale organization in the public service, and substantial groups in "big name" corporations and institutions.

(2) White-collar unionism is a very recent development. There has been a fairly long history of white-collar unionism (at least back to World War II) in the railway, communications, and public utility industries, and among newspaper editors, entertainers and teachers.

(3) White-collar workers can't be organized. Unions have never really attempted to organize white-collar workers on any extensive scale. If they had diverted to the white-collar field some of the energy and resources used in unsuccessful attempts to organize non-union, blue-collar strongholds, the returns on their investment would have been much higher.

(4) White-collar employees have different job interests. The alleged differences have been over-emphasized. White-collar workers, as well as blue, are paid wages, have specific hours of work, work under supervision, are subject to discipline, have misgivings and fears about job security, and want to have some voice in institutional policy and practice affecting their job and employment.



Dr. W. Donald Wood

(5) White-collar workers are less militant. "This [as a myth] should not surprise us when we think of the number of white-collar workers involved in the many protest movements we have seen recently in North America."

Dr. Wood said that although white-collar organization is still on a relatively smaller scale than plant worker coverage, it has recently been expanding at a rapid rate.

On an industrial basis, there is heavy white-collar organization in the railway and communications fields. There are at least 300 organized units in manufacturing with steadily developing trends. There is some organization in public utilities, municipal government, education, hospitals, and retail trade. At the other end of the scale, there is practically no organization in the purely white-collar industries—banking, insurance, and other financial institutions.

In the manufacturing industries, the heaviest concentration of organized office units is among the pulp and paper companies in Ontario and Quebec. There is also a number of organized units in the areas of primary steel, automobile, aircraft and other motor transport, chemicals, rubber, newspaper publishing, food, electrical and textiles, and segments of manufacturing.

Dr. Wood said that the most significant recent developments in the white-collar field have occurred in the public sector of the economy. There was the new Labour Code in Quebec (1964), which provided for collective bargaining by professional groups such as professional engineers. And "one of the most important developments in the white-collar union field in recent years" has been the recent federal legislation providing for collective bargaining by about 225,000 federal public service employees.

Most of the industrial organization, he said, is among office and clerical groups. There is also a number of technicians' units and technicians included in office units.

In terms of size, most of the white-collar bargaining units fall in the range of 25 to 250 employees, with a few larger, and some smaller. The geographical pattern is fairly similar to patterns in the blue-collar field, Dr. Wood said, with the heaviest concentration in Ontario and Quebec cities and the lightest in British Columbia. The major non-city concentration is in the pulp and paper industry in Northwestern Ontario and in Quebec. The remaining units are scattered throughout the rest of Canada.

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The Collective Agreement as a Research Document—

Its Potential and Limitations

The analysis of collective agreements in Canada was the subject of an address given by Félix Quinet, Canada Department of Labour, to the Industrial Relations Research Association in Montreal in January. Mr. Quinet spoke about the positive results and useful information that can be derived from an analysis of collective agreements, and the limitations of the collective agreement as a research document.

Mr. Quinet is Chief of the Collective Bargaining Division, Economics and Research Branch. His Division has on file about 8,000 collective agreements from across Canada.

The analysis of collective agreements is conducted mainly in two operations. The "current operation" is a monthly analysis of the terms of settlement, and the progress of negotiations between labour groups of 500 or more workers and management in all Canadian industries except construction. The findings are published in the *Collective Bargaining Review* supplement of the LABOUR GAZETTE. The semi-annual and annual tables are drawn from the material prepared from the monthly survey. The "coding operation" is a detailed and comprehensive analysis of collective agreement provisions signed in all Canadian industries.

About the need to undertake an analysis of collective agreements, Mr Quinet said that "the collective agreement in Canada . . . functions closely to the aspirations, needs, goals and values of the community in which they are applied, [and] reflects, to varying degrees, the nature of the industrial operations and of the economic position of the firm and the industry to which they apply." Hence, the working conditions of a substantial proportion of the work force in those industries are determined through collective bargaining.

Community attitudes and traditions contribute to the environmental factors affecting collective agreements. Mr. Quinet cited the example of the emphasis of biculturalism and bilingualism on collective agreements: In recent months, collective agreements were being expressed as well as translated in both English and French.

Mr. Quinet said, "The collective agreement, through its very substance, has in turn, an impact on ways of life, social attitudes and values. Equal pay-equal work provisions, educational leave provisions, maternity leave provisions, and a strong emphasis placed on education and ability in seniority and hiring provisions may have a definite impact on the attitudes of the work force. Therefore, by responding to outside pressures and new requirements, and by meeting these requirements, the collective agreement accelerates the economic and manpower process of adjustment. In addition, collective bargaining and collective agreements become the testing ground for new ideas, new methods and new policies. This, of course, is more than being in line with change; it is contributing to change."

The Rand Formula (L.G. 1946, pp. 123-232) "is more than a mere union security provision," he continued. "[It is] an approach to the problem of how to ensure the co-existence, within our industrial society, of the principles of individual freedom [and] those of organizational solidarity and strength."

Mr. Quinet talked of the need to examine, analyze and assess collective agreements in order to determine the way in which they contribute to or promote the fulfilment of national economic and social goals. Some cases in which social and economic planning is introduced may contain provisions that run counter to national objectives.

The speaker then reviewed some of the technical problems involved in the analysis of collective agreements. Some problems are connected with the difficulty of obtaining comprehensive and detailed knowledge of each industry or company. This would require a staff of monumental proportions, he said; and furthermore, it is difficult for analysts in the central government service to have the detailed background knowledge possessed by their colleagues in industry.

In the analysis of collective agreements, there are problems of interpreting terminology and measuring statistical data, Mr. Quinet said—and he mentioned the need to develop rigidly formulated definitions and concepts for analysis.

The "industry" and "economic" factors are important parts of the analysis of collective agreement provisions. The speaker used the example of safety committees to show how these provisions reflect the safety consciousness of an industry. Similarly, retraining may reflect provisions that are brought about by the need for technological change, which is caused by the economic growth and expansion of an industry.

He stressed that a collective agreement is not a random assembly of unrelated provisions, but an integrated ensemble of labour-management agreements, some of them closely inter-related. Tabulated individually, they present a sectional view of collective agreements, which may be misleading. The inter-relation between clauses is lost in the tabulation process, Mr. Quinet said.

Information concerning actual practice and costs leads to problems of administration and interpretation by the two parties to the agreement. "More research, therefore, is needed to try to find out what is the impact of a specific provision in meeting a specific problem. I have in this respect . . . made repeated statements to the effect that field research must be conducted to study . . . the way in which collective agreements and the collective bargaining process are meeting the problems of technological change and automation . . . More broadly, I feel that collective agreement analysis is important because it helps us to know better what is happening today within our industrial society, and what is ahead of us."

Disruption of Shipping Operations at Ports in British Columbia

Recommendations designed to prevent a recurrence of disputes and work stoppages that disrupted Canada's West Coast shipping operations in November and December 1966 appear in the Report of the Industrial Inquiry Commission received March 23 by the Minister of Labour, Hon. John R. Nicholson.

Prefacing the report was the suggestion that the prerogative of deciding whether persons are to be classed as management or employee in labour relations should—"as the only sensible course"—be left exclusively to the discretion of the Canada Labour Relations Board. The Inquiry Commission stated that there should not be "any appeal from the proper exercise of the CLRB's discretion."

The commission was appointed December 15, 1966 (L.G., Feb., p. 85) to find the causes that propelled longshore foremen into strike action against several stevedoring companies. The commission was headed by Mr. Justice C. Rhodes Smith, Manitoba Court of Appeals. He was assisted by two assessors: H. J. C. Terry, Vancouver, former president of Northland Navigation Company; and Joe Morris, Ottawa, Executive Vice-President of the Canadian Labour Congress.

The longshore foremen went on strike November 17 after the Canada Labour Relations Board rejected, for the second time, the application of Local 514 of the International Longshoremen's and Warehousemen's Union (CLC) to be certified as their bargaining agent. The Board refused the application on the ground that the foremen were supervisory personnel, and as such, not eligible to be certified as a bargaining unit.

The commission, in its conclusions, also noted that it might be possible for the Board—if another application for certification were placed before it—to uncover distinctions that would lead it to a different view of the status of the foremen.

The commission agreed that legitimate grievances of the longshore foremen prompted strike action. It also stated that, not only did the grievances still exist, but that "if further serious trouble is to be avoided, a positive approach to their solution is required." It was not considered by the commission that "enactment of new enforcement provisions would afford assistance in finding such a solution in the circumstances of the foremen issue."

Concentrating on the grievance aspect, the commission suggested that it be handled in the manner following:

(1) A longshore foreman shall submit his individual grievance in person to his employer. If he so desires, he may be accompanied by a representative of his choice.

(2) Where more than one foreman of the same company have the same grievance, they may present it as a group directly to their employer. Alternatively, if more than five foremen of one company have the same grievance, they may present it to their employer through a group or committee of the foremen of that company selected by the foremen presenting the grievance.

(3) Where foremen of two or more companies have the same or a similar grievance, they may present it jointly to their employers, or to a representative or representatives of their employers, through a group or committee of foremen selected by themselves.

(4) If the grievance is not settled to the satisfaction of the foreman or foremen concerned, he or they shall have the right to have it submitted to arbitration, in accordance with the following rules:

(a) The foreman or foremen concerned shall notify the employer or employers concerned, in writing, of his or their desire to have the grievance submitted to arbitration. Where a representative or representatives have taken part in the proceedings on behalf of either party, the notification may be given by or to the representative or representatives.

(b) Where the grievance is limited to a foreman or foremen of one employer, there will be a single arbitrator, chosen and appointed by the foreman or foremen and the employer within 10 days after notification of the desire for arbitration has been given to the employer. If the arbitrator is not agreed upon within the said period of 10 days, the parties—jointly or (singly)—may request the Minister of Labour for Canada to name the arbitrator, and the Minister will do so with all convenient dispatch.

(c) Where the grievance affects foremen of more than one employer, there will be an arbitration board of three arbitrators—one chosen and appointed by the foremen concerned or their representatives, one by the companies concerned or their representatives, and the third, who shall be the chairman of the board, by agreement between the other two. The foremen and the companies shall make their respective appointments within 10 days after notification of the desire for arbitration has been given to the employers, provided that, if either party fails to make the appointment, the other may request the Minister of Labour for Canada to do so, and the Minister will do so with all convenient dispatch. If, within 10 days of the later of the appointments by the parties, the two arbitrators so appointed have not agreed upon and appointed the chairman, they or either of them may request the Minister of Labour for Canada to name the chairman, and the Minister will do so with all convenient dispatch.

(d) The arbitrator, or board of arbitrators as the case may be, after hearing submissions by or on behalf of the parties—which submissions may be made by a representative or representatives of either party—will make an award based on equity and fairness to the parties, taking into account the circumstances of the employment of the

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1966 GNP Totals $5.8 Billion More Than the Total for 1965

The Canadian economy in 1966 registered still another strong advance, as continued high levels of demand in the domestic sector, coupled with buoyant conditions abroad pushed the Gross National Product to a level of $57.8 billion, the Dominion Bureau of Statistics reported in April. This figure is 10.9 per cent, or $5.8 billion, above that for 1965.

With the economy continuing to operate at high levels of employment, the resulting pressures exerted on prices and costs by this rise in demand were evident in a 4.6-per-cent advance in prices—an advance that reduced the 10.9-per-cent-gain to one of 5.9 per cent in real terms. This compares with an increase of 9.9 per cent in the 1965 GNP, which was reduced to a volume gain of 6.9 per cent by price advances of 2.8 per cent.

Much of this 11-per-cent gain occurred in the first quarter of 1966. The GNP increased by 4½ per cent, and it registered the strongest quarterly advance in the current expansion. Although increases in demand in that quarter were broadly based, certain special factors contributed both to a marked rise in exports and to a gain in imports that was only fractional. This is a substantial reduction of the import balance, DBS reported. The quarter-to-quarter gains in GNP for the remainder of the year were more moderate: 2 per cent in the second quarter; less than 1 per cent in the third, when strikes were a major factor; and 2 per cent in the fourth.

During the year as a whole, gains over a wide range of final expenditure categories were made. For the third successive year, business expenditure on plant and equipment was a dominant factor, and investment in these categories increased by nearly 18 per cent in 1966, compared with advances of 20 per cent in each of the two preceding years. At the provincial and municipal levels, government capital spending reinforced demands by the business sector, so that total public and private outlays on plant and equipment rose by more than 18 per cent.

For the second successive year, outlays on new housing showed only fractional gains. A sharp decline in mortgage loan approvals by conventional lenders was a contributing factor to the marked drop in the number of apartment units started. Single-family units started showed a slight decrease.

Investment in business inventories in 1966 was maintained at a rate only slightly less than that of 1965.

There was an increase in government expenditures on goods and services, including capital goods, of 16 per cent, DBS reports. Apart from capital spending, increases in outlays on salaries and wages formed an important part of the overall change. In this area, retroactive wage payments, plus increased salary rates to the armed forces and to members of the public service at the various levels of Government—some of which involved adjustments over a period of years—accounted for most of the rise. The surplus, on a national-accounts basis, for all levels of Government combined, increased somewhat in 1966 as a result of Canada and Quebec pension plan contributions. Exclusive of these plans, the federal surplus narrowed by about $440 million and the provincial-municipal deficit widened by about $240 million.

Consumer spending rose by close to 9 per cent last year. Personal disposable income increased by 9½ per cent, and personal net saving rose.

Prices of consumer goods increased by 3½ per cent in 1966, compared with a rise of 2 per cent in 1965. Although overall consumer demand was strong in 1966, there was no rise from 1965 in expenditure on automobiles, in contrast to marked increases in each of the four preceding years. Durable-goods spending as a whole rose by 4 per cent. Outlays on non-durable goods and on services increased by 9½ per cent and 9 per cent.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days—instead of the previously requested period of 14 days—to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Employment Review

Employment and Unemployment In March

Employment increased by an estimated 109,000 to 7,089,000 between February and March. This larger-than-seasonal increase was chiefly among part-time workers. The labour force, which increased by 113,000 to 7,489,000 during the period, was 327,000 or 4.6 per cent higher than the total for the same period last year. Employment was 268,000 higher than in March 1966.

Unemployment, at 400,000, remained practically unchanged during the month and was 59,000 higher than the total for March in 1966.

The unemployment rate in March represented 5.3 per cent of the labour force, compared with 4.8 per cent in March 1966 and 5.6 per cent in March 1965. The seasonally adjusted unemployment rate in March 1967 was 3.9 per cent.

Employment

Non-farm employment increased from 6,543,000 to 6,628,000 between February and March; farm employment also rose during this period from 437,000 to 461,000.

The number of men employed in March was estimated at 4,845,000, 41,000 higher than in the previous month; employment of women, at 2,244,000, was 68,000 higher.

Total employment was 268,000 or 3.9 per cent higher than it was a year ago. The largest increases were in community, business and personal service, manufacturing, transportation and other utilities, and trade. Construction employment was 42,000 lower than the figure for last year.

Employment was higher in all regions than it was a year earlier, with the largest relative gain, 8.7 per cent, in British Columbia.

Unemployment

Unemployment, at 400,000, was relatively unchanged during the month, and 59,000 higher than it was in March 1966. Of this total, 330,000 were men and 70,000 women. For both groups, unemployment was higher than it was a year ago.

Of the 400,000 unemployed in March, 288,000, or 72 per cent of the total, had been unemployed for less than four months. Some 81,000 had been unemployed for four to six months, and 31,000 for seven months or more. There was little change between February and March.

Consumer, March 1967

The consumer price index (1949=100) increased 0.3 per cent to 146.5 at the beginning of March from 146.1 in February. It was 2.9 per cent higher than the March 1966 figure of 142.4.

In the current period, all components except food showed increases; the food component recorded a decrease.

The food index decreased 0.6 per cent to 143.3 from 144.1. Lower prices were recorded for bread, some cereal products, coffee, tea, margarine, eggs, oranges, canned and frozen orange juice, raisins, canned pears and apple juice. Price decreases were also noted for potatoes, cabbage, celery and lettuce, several cuts of beef, bacon, cottage roll, and other meats including lamb, veal, wieners and meat loaf. Prices were higher for most dairy products, flour, cookies and cake mix, sugar, most fresh fruits except oranges, root vegetables, tomatoes, canned corn, pork rib chops and shoulder roast, and poultry.

The housing index advanced 0.5 per cent to 148.4 from 147.7 as a result of general increases in both the shelter and household operation components.

The clothing index rose 1.3 per cent to 130.8 from 129.1. Increases were recorded in most items of men's, women's and children's wearing apparel, piece goods and clothing services.

The transportation index rose 0.4 per cent to 155.6 from 155.0; scattered price increases for new automobiles, and advances in the prices of automobile repairs and tires, also contributed to this rise.

The health and personal care index rose 0.1 per cent to 185.2 from 185.1, reflecting slightly higher prices for toilet soap and some other personal care items. The recreation and reading index increased 0.1 per cent to 163.7 from 163.6. Small increases in prices reported for bicycles and television repairs raised the recreation component, but the reading component remained unchanged. The tobacco and alcohol index rose 0.6 per cent to 127.5 from 126.8.

Group indexes a year ago in March were: food 143.4, housing (shelter and household operation) 143.3, clothing 124.2, transportation 150.0, health and personal care 178.1, recreation and reading 156.6, and tobacco and alcohol 123.4.

City Consumer, March 1967

The consumer price indexes (1949=100) advanced between February and March in all cities except Winnipeg, where the index remained unchanged. Rising price movements ranged from 0.9 per cent in St. John's to 0.1 per cent in Saint John and Ottawa.

Food indexes declined in all cities except St. John's, where a 0.1 per cent increase was recorded. Decreases ranged from 1.2 per cent in Winnipeg to 0.2 per cent in Montreal. The housing, clothing and transportation indexes rose in all cities. Health and personal care indexes were higher in four cities, lower in two, and constant in four. Recreation and reading indexes showed predominantly rising price movements; they were up in eight cities, down in one, and unchanged in one. Tobacco and alcohol indexes rose in eight cities and were unchanged in two.

Regional consumer price index point changes between February and March were: St. John's* +1.2 to 127.8; Saskatoon-Regina +0.6 to 137.6; Montreal +0.5 to 145.3; Halifax +0.3 to 139.6; Toronto +0.3 to 148.4; Edmonton-Calgary +0.3 to 136.9; Vancouver +0.3 to 141.2; Saint John +0.2 to 143.5; Ottawa +0.1 to 145.3. Winnipeg remained unchanged at 141.1

Wholesale, February 1967

The general wholesale index (1935-39=100) rose to 262.0 in February, an increase of 0.5 per cent from the January index of 260.7, and 1.1 per cent above the February 1966 index of 259.2. Six of the eight major group indexes were higher, and two declined.

The non-ferrous metals products group index rose 1.7 per cent to 236.4 from the January index of 232.5. An advance of 1.0 per cent to 342.3 from 338.9 in the wood products group index reflected price increases for cedar, fir and paper-board. The chemical products group index moved up 0.6 per cent to 215.2 from 214.0 on higher prices for soaps and detergents.

In the vegetable products group, the index rose 0.5 per cent to 230.6 from 229.4 on price increases for sugar and its products, and tea, coffee and cocoa. The non-metallic minerals products group index advanced 0.6 per cent to 197.0 from 195.8. An advance of 0.3 per cent in the iron products group index to 268.1 from 267.3 reflected higher prices for rolling mill products, tin plate and galvanized sheets, and wire.

Decreases of 0.2 per cent or less occurred in two major group indexes in February—animal products to 294.5 from 295.1, and textile products to 250.1 from 250.4.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products prices at terminal markets (1935-39=100) declined 1.1 per cent to 244.1 from 246.8 in the three-week period March 3 to March 24. The animal products index moved down 1.8 per cent to 315.5 from 321.2, and the field products index advanced 0.2 per cent to 172.7 from 172.4.

U.S. Consumer, February 1967

The United States consumer price index (1957-59=100) rose in February by one tenth of 1 per cent to 114.8 from 114.7 in January. A year ago in February the index was 111.6.

Declines were registered in eggs, pork, bread, most dairy products and many fruits and vegetables.

The service component of home ownership continued to rise. Real estate taxes (which count in the consumer price index), insurance, rent, laundry and domestic service, all showed increases.

Medical care continued to increase, as did barber and beauty shop services.

Apparel prices continued to go up with higher prices for spring lines of women's and girls' coats, and women's and children's shoes.

During the 12-months period, three fifths of the rise in the consumer price index of 2.9 per cent was accounted for by services, headed by medical care. Food prices in the stores were unchanged, after rising and then falling last year and early this year, but the price of meals in restaurants was up 5.5 per cent.

British Retail, January 1967

The British index of retail prices (January 16, 1962=100) was 118.5, at January 17, 1967, compared with 118.3 at mid-December and 114.3 at January 18 a year ago.

Increases in the average prices of bread, beef, mutton and lamb, fresh vegetables other than tomatoes, and candies and chocolates were partly offset by a reduction in the average price of eggs. The index for the food group as a whole rose by one half of 1 per cent to 117.6, compared with 117.0 in December.

Housing costs rose by less than one half of 1 per cent, and the group index was 131.3, compared with 130.9 in December.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		000's		
TOTAL CIVILIAN LABOUR FORCE*	March 18	7,489	+ 1.5	+ 4.6
Employed	March 18	7,089	+ 1.6	+ 3.9
Agriculture	March 18	461	+ 5.5	− 3.0
Non-agriculture	March 18	6,628	+ 1.3	+ 4.4
Paid workers	March 18	6,110	+ 1.4	+ 5.5
At work 35 hours or more	March 18	5,836	+ 1.7	+ 2.8
At work less than 35 hours	March 18	1,034	+ 3.9	+13.9
Employed but not at work	March 18	219	−10.3	− 6.4
Unemployed	March 18	400	+ 1.0	+17.3
Atlantic	March 18	64	+ 3.2	+ 1.6
Quebec	March 18	153	+ 2.7	+15.9
Ontario	March 18	107	+ 5.9	+39.0
Prairie	March 18	34	−12.8	− 5.6
Pacific	March 18	42	− 6.7	+27.3
Without work and seeking work	March 18	362	+ 0.8	+14.9
On temporary layoff up to 30 days	March 18	38	+ 2.7	+46.2
INDUSTRIAL EMPLOYMENT (1961 = 100)	December	120.6	− 2.6	+ 4.1
Manufacturing employment (1961 = 100)	December	121.9	− 2.6	+ 2.9
IMMIGRATION	Year 1966	194,743	—	+32.7
Destined to the labour force	Year 1966	99,210	—	+33.7
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	63	− 6.0	−30.0
No. of workers involved	March	16,914	−80.6	−43.8
Duration in man days	March	90,360	−81.6	−74.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	December	$96.17	− 2.8	+ 5.7
Average hourly earnings (mfg.)	December	$2.31	0.0	+ 6.0
Average hours worked per week (mfg.)	December	38.7	− 5.6	− 2.5
Average weekly wages (mfg.)	December	$89.57	− 5.2	+ 3.7
Consumer price index (1949 = 100)	March	146.5	+ 0.3	+ 2.9
Index numbers of weekly wages in 1961 dollars (1961 = 100)	December	106.5	− 5.2	+ 0.2
Total labour income 000,000.	December	$2,492	− 2.8	+11.0
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	January	271.8	− 1.6	+ 3.7
Manufacturing	January	236.7	− 3.1	+ 1.7
Durables	January	247.4	− 1.8	+ 0.7
Non-durables	January	227.6	− 4.3	+ 2.8
NEW RESIDENTIAL CONSTRUCTION†				
Starts	February	3,671	−33.1	−34.1
Completions	February	7,047	−19.0	−16.8
Under construction	February	64,740	− 5.1	−33.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

Mexico's Bureau for the Protection of Women and Minor Workers

This article supplements information on administrative arrangements, prevailing in a number of countries, for the handling of questions related to women workers that was the subject of the Women's Bureau Bulletin No. XX, issued in December 1966. It is based on an article by Gudelia Gomez R. that appeared in Revista Méjicana del Trabajo (*Mexican Labour Review*).

The Mexican Labour Department's Bureau for the Protection of Women and Minor workers has broad responsibilities in the fields of social education, the co-ordination of social welfare, and labour inspection services. It also is in charge of the enforcement of legislation applicable to working women and minors. Efforts of the branch are guided by provisions in the Constitution that established the basis of policy related to labour affairs in the Republic of Mexico.

The first official groups established to deal with working conditions for working women and minors were units of research. These later became centres devoted to the study and evaluation of measures that could prevent social injustices. As a result of investigations carried out by these early agencies, and in keeping with their recommendations, a Commission of Enquiry into the Working Conditions of Women and Children was created in February 1936.

The objectives of the Commission were:

–to investigate the actual working conditions of women and children in the various industrial regions of the country, and to collect statistical data on their wages;

–to determine the real differences in wages paid to men and women who were doing the same work;

–in situations in which inequality of pay for men and women appeared to be justified, to propose appropriate measures to improve the conditions of women's work, and raise standards to the level of those of men's work;

–to study the social conditions of women workers with family responsibilities and, without detriment to their obligations as trade union members, to assist them in so far as possible to solve their personal problems, both social and economic; and

–to study existing safety and health regulations in order to ascertain whether adequate protection was provided for women and minors employed in factories and plants.

Initially the Commission spent most of its time hearing private claims and reports regarding the serious problems associated with the employment of women and children. Then, five years after its appointment, the Commission became a Bureau that provided greater momentum for research and action to improve conditions.

One of the first tasks of the Bureau was to organize a suitable inspection service. On the premise that research and treatment should complement inspection, a small group of social workers was set up in the Bureau and given special training in the problems of women and minor workers. The social workers were to be concerned particularly with questions of health and welfare in the homes and communities where the employees lived.

The labour inspectors, on the other hand, were responsible for the enforcement of legal regulations, especially those governing hiring and firing and the working conditions of women and children in the factories.

The joint efforts of the social workers and the inspectors gave reality to the desire of attaining the well-being of the workers and their families, and at the same time fostered a harmonious relationship with employers. Guidance was made available to youth who were beginning life in a new social atmosphere, very different from that in which non-working children live.

Co-ordination of these two aspects of the work of the Bureau has progressed over the past decade, strengthened by further directives issued in 1957 by the Ministry of Labour and Social Welfare.

These include:

–study of the socio-economic conditions of women and minor workers;

–the development of suitable educational programs for them;

–informing them and advising them regarding their rights and privileges;

–ensuring the observance of legal regulations concerning their work; and

–finding solutions for labour disputes in which they become involved.

The Bureau is charged also with the responsibility of establishing protective measures that will help to attain a stage in which penalties may be applied for violation of the laws. International conventions and recommendations are taken into consideration and an effort is made to interpret and apply their essential meaning.

New Frontiers

Continued from page 352

Two main types of unions exist in the white-collar field, according to Dr. Wood. One is the specialized white-collar union (a craft type) whose jurisdiction covers only white-collar employees (e.g., the Office Employees' International Union, and the Federation of Technical Engineers). The other type is the industrial form of union whose main jurisdiction has traditionally been among plant workers, but which is now taking white-collar employees into their membership in separate bargaining units.

Dr. Wood believes that there are three general factors underlying the recent expansion in white-collar unionism. These are:

– the number of longer-run changes in the office workers' environment and relative position;

– the short-run "frictions" and grievances in the personnel field which have often sparked organizing activities; and

– the greater availability and stepped-up recruiting activities of unions themselves.

Among the long-term trends are the "explosive growth in white-collar employment," the narrowing of the economic gap between white- and blue-collar workers, and the "new office," with its increased scale of operations, mechanization of work, and the grouping of jobs into specialized groups.

Dr. Wood points out that a new layer of university-trained professionals has developed in between office staff and senior management, thereby reducing opportunities for office workers to rise to management jobs.

Concerning the frictions and grievances in the personnel field, Dr. Wood pointed out that the 60s have seen a large influx of youth into the Canadian labour force. He believes that a number of management and union policies are still geared to the 30s, and often out of touch with the new work force. White-collar personnel policies, he said, have just not kept pace with the growth of white-collar jobs. "I believe that this 'generation gap' is one of the factors behind the recent greater militancy and restiveness among workers in both union and non-union areas."

Dr. Wood said that unions are trying harder to interest white-collar workers in unionism. "Although this is still on a small scale ... there have been more drives organized and more resources devoted to this field." And Dr. Wood stresses the greater availability of unions as a decisive factor. "It is much easier for an employee to join an available union actively soliciting his membership than to set out on the arduous task of forming a new union."

Graveyard Shift for Women in Quebec Industry

A report* on night work for women in industry has been released by a committee appointed by the Quebec Department of Labour to make the study.

The five members of the committee were: Mme Yvette Dussault-Mailloux, Judge, Montreal Welfare Court; Dr. Georgette Gélinas, Medical Officer, Ville St. Laurent; Louisette Côté, *Jeunesse Ouvrière Catholique*, Québec; Prof. M. Jean-Paul Deschênes, faculty of social science, Laval University; and M. Jean Sirois, Industrial Relations Director, Dominion Textiles Ltd.

The committee first examined existing night-work legislation in the Canadian provinces, in the United States and in several European countries. Published reports on the subject by interested governments and international organizations were studied, together with 32 individual briefs from interested companies, associations and the general public. Wanting to examine health and safety provision, committee members visited plants employing night workers, and were free to talk with employees and to ask questions.

Night Shift Restrictions

The committee found that, in Canada, there are no existing restrictions on night shifts for women over 18 years of age who work in industrial establishments in five provinces—British Columbia, New Brunswick, Newfoundland, Nova Scotia and Prince Edward Island. In four provinces—Alberta, Manitoba, Saskatchewan and Ontario—the committee found that night work is regulated by permit from the Ministers of Labour. Quebec is the only province in which the third shift is prohibited by law.

Would night work isolate women from society? Would children suffer as a result of the mother's absence during the night? Would women night workers in industry be exposed to substantial moral dangers? These were questions the committee set out to answer. Several conclusions were reached:

(1) A woman working the second shift, from 3 p.m. to 10 or 11 p.m., would be at a greater disadvantage from the point of view of social isolation than if she worked the third shift.

(2) Night work for mothers of preschoolers would not be very practical, because some kind of morning day-care assistance would be required while the mother slept. Nevertheless, a mother working on the third shift would not be absent from her children any longer during their waking hours than if she worked on the second shift.

(3) For school-age children, the mother's presence after 4 p.m. is most important for the supervision of homework and meals. A mother working the regular day shift would be away for part of this time, and would definitely be absent if she worked the second shift. Supervision of adolescents could not be more adequately handled by mothers working the second shift than by those working the third shift.

(4) A mother of young children should not be forced to take gainful employment outside the home. Society's objectives should be directed to creating conditions where the father could earn enough to maintain the family.

(5) Moral dangers, to which night workers in industry might be exposed, were no greater than those encountered by night workers in the service industries. The solution lies not in prohibiting night work, but in improving conditions by providing safe transportation for the return home.

Night work for women in industry presents special problems, and should by considered only as an exceptional measure to be regulated by permit from the Minister of Labour. Granting of the permit should be contingent on proving, to the satisfaction of the Minister, the need for a third shift, and on the readiness of the employer to respect regulations regarding age, supervision, first aid, hours of work, meals and rest periods, remuneration, and transportation requirements. The permit should be posted in full view of all employees, and it should be made clear that failure to comply with specified conditions would result in the permits being revoked.

An over-all examination of women's role in the labour force should be initiated, the committee recommended.

The J.O.C. representative attached a minority report strongly opposing the granting of permits authorizing night work in industry. The dissenting report condemned the conclusions reached by the committee, criticized the terms of reference as being severely limiting, and said that false conclusions were reached because the workers were not adequately consulted. It expressed skepticism about the observance of regulation and permits, and enumerated possible detrimental effects on the grounds of health and social aspects. The report concluded that, if night work was necessary for the economic welfare of the province and in order to attract industry, the same results might be accomplished through more favourable taxation and customs policies, rather than through subsidization of industry with "cheap labour."

In line with the committee's recommendations, and the position taken by organized labour, the minority report also recommended a general inquiry into all aspects affecting women workers, and urged that the Government refrain from making any decision until the results of the study were received and evaluated.

*Report by the committee appointed to study night work for women in industry. January 1966, Province of Quebec (Available only in French).

By the Civilian Rehabilitation Branch
Department of Manpower and Immigration

Unlimited Skills Inc.

A unique Canadian enterprise whose profits can be measured in human progress and happiness although financial gains are modest

The autumn 1966 issue of *Northern Circuit*, published by Northern Electric Company, carries an account of a most unusual Montreal company: Unlimited Skills Inc. The financial statement shows a modest profit. Its true gains, however, are in the personal satisfactions, human growth and happiness that it brings to its employees. It actually encourages them to move on to better paying jobs in other industries, and saves thousands of dollars in public welfare payments.

Unlimited Skills is the result of one man's dream. Harry Ward, a paraplegic as a result of wounds received while serving as a platoon commander with the Third Division in Europe during World War II, resolved to devote his life to helping his fellow paraplegics and other handicapped persons.

Following his release from the armed forces, he became a founding member of the Canadian Paraplegic Association. As secretary-treasurer of the association, he became well acquainted with the problems confronting paraplegics in finding employment, and this led him to consider ways of helping. Among other ideas, he began to look into the possibility of forming a small company where handicapped persons could be employed on electrical and mechanical assembly, light machine work, packaging, collating and direct mailing work contracted out by other industrial concerns.

He had no difficulty in proving to a group of public-minded businessmen the need for such an organization. At that time, statistics showed that there were 300 paraplegics in Montreal alone, and many more persons with other kinds of disabilities. Fifty per cent of these were unskilled, and many of them lived isolated lives cut off from all social contacts and with little or no financial resources.

Small Start

The company began operation with five handicapped workers in leased premises on Montreal's St. Zotique Street. It now has 70 employees and operates two workshops: one on Port Royal West in Montreal, and the other in the suburb of Verdun. The two shops have a total floor space of 17,000 square feet and an annual sales volume of more than $215,000.

The workers suffer from a wide variety of disabling conditions. Besides paraplegics, there are amputees and persons who have had polio or who suffer from multiple sclerosis or muscular dystrophy. They also include mentally retarded persons and those with other disabilities.

Unlimited Skills Inc. serves three purposes:

–it provides training and employment for disabled persons;
–it proves to industry that many disabled persons are capable of keeping pace with other industrial workers; and
–it enables handicapped persons to earn their own living so that they are not dependent on charity or public welfare.

Industry Conditions

Unlimited Skills Incorporated is not a sheltered workshop; working conditions are similar to those in industry The employees work a full day and are responsible for getting themselves to and from work. They receive standard rates of pay and, through an incentive program, share in the profits of the company. The great difference between this company and others is that, whereas other companies have the work and must go to the labour market for workers to do it, Unlimited Skills Incorporated has the employees, but must look to other industries to provide the work.

When one begins to look at the individuals who have benefited from the opportunities provided by Unlimited Skills, the real value of the enterprise begins to emerge. One young man became a paraplegic at the age of 17 as the result of a bullet wound, and subsequently became despondent and discouraged. He lost interest in practically everything, and officials at the Rehabilitation Centre where he was treated despaired in their efforts to help him. When physically well enough, he was referred to Unlimited Skills.

He was first assigned to do light bench work, but progressed very slowly. Gradually, however, a change began to take place. He learned to laugh and joke again and became interested in his work. He enthusiastically undertook more challenging assignments, each of which he handled capably. He is no longer with Unlimited Skills, but working at a higher paying job in another industry and is doing very well there.

The monetary gains of this unusual company may not be high, but who can calculate the gains in human dignity and happiness? Harry Ward, who served his country so faithfully in war, has, in peace, opened a door to opportunity for his disabled comrades and other handicapped citizens to play their part in the economic life of Canada.

Condensed from *Teamwork in Industry*
Published by the Labour-Management
Consultation Branch

Vehicles of Communication

The word "grievance" is seldom heard in the St. Lawrence Cement Co. at Clarkson, Ont. In the plant's 10½-year history, there has not been one. During the period, a joint labour-management consultation committee has been operating at the plant.

Gunther Heym, President of Local 366, United Cement, Lime and Gypsum Workers' International Union, which represents the 105 employees, says problems are brought to a head and solved by a committee spirit of "goodwill" and "common sense." Donald Griese, Superintendent of Industrial Relations, sees the committee as a vehicle of communication that solves problems and sustains morale.

The company helps new Canadians on the payroll to improve their English. It pays three quarters of the cost of successfully completed language courses, and offers the same financial aid to workers who take job-related night courses.

Three in-plant committees are geared to maintain liaison between management and employees:

–labour and production problems are discussed at twice-monthly meetings of the labour-management committee;
–management meets with supervisors and lead hands six times yearly; and
–a safety committee meets monthly.

TWO-WAY STREET

"The whole process set the stage for the 'two-way street' of employee-management co-operation . . ." said Linton E. Love, general manager of Midland Industries Ltd., who recently described the growth of a labour-management committee at the Midland, Ont., plant.

When the committee was formed in 1962, meetings were mainly an occasion "to blow off steam against management," Mr. Love recalled. But gradually there was "a change of emphasis" at the meetings, and "constructive ideas" began to emerge.

The plant, which makes plastic products, has 165 hourly-paid employees, members of Local 1476, Textile Workers' Union of America.

Local union chief Frank Murphy echoes management's enthusiasm. Meetings offer the opportunity to "thrash out our arguments and get things settled," he says. "With our joint committee we are able to get things solved before they grow."

Mr. Love believes that his plant has licked problems of communications that have been "haunting industry—for many years." Through employee-management sessions, employees learned the "whys" and "hows" of management thinking; and management became more familiar with employee problems.

A monthly newsletter, "Plasticos" gives employees information about what was said and done at committee meetings. Thus, employees are aware when management is unable to answer a question immediately. Management is kept "on its toes" to find an answer by the next meeting.

WE HAVE NO SECRETS

Another Midland, Ont., plant where communication is encouraged is that of Kindred Industries Ltd., makers of steel kitchen products.

"We have no secrets," declares production manager Herb de Jong, who sits on the plant's two major labour-management committees. Six union representatives and two from management form a joint union-management consultation committee. They discuss work problems at monthly meetings.

The "stewards' committee" includes six stewards, Union President Ron Sauvé and two representatives from management. It meets once a month to deal with union matters. By this means, labour and management at Kindred Industries have been free of formal grievances since the plant was opened in 1962.

Mr. Sauvé says the committees are effective because both sides adhere to the policy of opening up and talking over their problems. "We've always managed to solve our problems," he says in support of the free-discussion policy.

According to Mr. de Jong, the plant could have suffered "considerable" losses, had not management and workers been willing to discuss problems. Such meetings have "saved management from making mistakes," he says.

When Kindred Industries, a wholly-owned subsidiary of Kitchen Installations Ltd., opened at Midland, it was necessary to train new employees. It was also necessary to create an atmosphere of trust—and this was done by forming a joint discussion committee as a meeting ground between employees and management.

The 100 hourly-paid workers in the Midland plant are represented by Local 30, Sheet Metal Workers' International Association.

More manpower for Consultation Branch

The Labour-Management Consultation Branch of the Canada Department of Labour is putting more representatives in the field. Their number is being doubled from nine to 18, and they will be based in 14 cities across Canada.

"It's part of a progressive program to assist labour and management in meeting the complex problems of this technological age," said Assistant Director Kenneth DeWitt.

As well, three LMC representatives have been promoted to regional supervisors: A. C. Candline, Western Region; J. G. Seguin, Eastern Region; and S. J. Walton, Central Region. Combined, the three regional heads bring 56 years of government LMC experience to their jobs.

Under the re-organization, LMC offices will answer to regional headquarters at Winnipeg, Ottawa or Toronto.

By the Section on Older Workers
Civilian Rehabilitation Branch
Department of Manpower and Immigration

Job Redesign For Older Workers in Sweden

Prof. Sven Forssman, Medical Expert of the Swedish Employers' Confederation presented an interesting report to the International Management Seminar held in London, England, in October 1964. This report was published later by the Manpower and Social Affairs Directorate of OECD.

Prof. Forssman stated that, in 1950, the Swedish Employers' Confederation realized that, in the ensuing 10 to 20 years, the number of older employees would increase so much that special problems of adjustment to work, impairment of health, and reduced working capacity would require preventive measures such as job redesign, retraining and replacement. Many studies on older people had been carried out previously in Sweden, but these had dealt mostly with retired personnel, often those with chronic diseases and in need of hospital or other institutional care.

Accordingly, a study was instituted by the Industrial Health Section of the Swedish Employers' Confederation in eight Swedish industries with good health services. The study was designed to obtain information on the health, working capacity, productivity, salary and absenteeism of employees about five years below retiring age.

Impairment of Health

The study showed that the frequency of impairment of health increased with age, and that the main reasons for impairment of health among older employees were diseases of the heart and blood vessels, and of the bones, joints and muscles. With the co-operation of an interested management and the availability of an industrial health service, however, it was in most cases possible to place or replace the older employees so that the demands of the job would fit their reduced working capacity. Additional studies were made to investigate psychological and mental capacity in relation to the age of the working population.

A joint committee was set up in 1958 by the State Employment Service, the Swedish Employers' Confederation, the Federation of Labour Unions, and the Central Organization of Salaried Employees. This committee carried out a study on the aging labour force of Sweden. The study covered statistics on age distribution in different occupations, labour turnover, unemployment, and it also included interviews with personnel officers concerning company attitudes toward aging employees.

Adjustment Difficulties

The findings showed that many industries had experienced difficulties in adjusting older employees to work. The main difficulties appeared to be related to a reduced capacity to work at high speed, to learn new methods and to adjust to new working conditions. On the credit side, however, many industries stressed the positive aspects of older workers—loyalty, responsibility, experience and low labour turnover.

During the past 10 to 15 years, mechanization and rationalization have gradually increased production in many industries in Sweden, but at the same time have reduced the need for manual labour. To meet these problems, employers slowed down or even ceased the hiring of new employees, often for a period of several years, in order to avoid dismissing skilled long-term workers. As a result, the average age of employees in Swedish industry has gradually risen, until in one machine industry in 1962, it was 55 years. In many industries, it was necessary to replace and sometimes retrain older employees, and to try to redesign jobs to fit them.

In most industries, personnel officers and production engineers, in close coordination with industrial health services, were able to achieve a good adjustment to work through replacement.

"A common handicap of the older worker," says Prof. Forssman, "was found to be the reduced capacity to work at high speed. Many older workers also had several minor handicaps for medical reasons. Application of the principles of ergonomics—adjusting work to man—is then of great value to the aging worker, as they reduce the workload when he is working close to his maximum capacity. Adjusting the working position, lighting and air temperature and humidity . . . are of value especially to the older worker, even if this adjustment were a general human approach and the job not specially redesigned for the older worker."

In 1963, the Industrial Council for Social and Economic Studies, in close co-operation with employers, unions and the State Employment Service, organized a seminar on the problems of the aging working population in Sweden. These problems were discussed from statistical, financial, medical, psychological and sociological points of view as well as from those of management and unions.

Ergonomics, by generally improving the adjustment of work to man, had been of value—but its practice was limited. The seminar showed that several industries had reserved special jobs for older handicapped workers and had been able to get good adjustment. The use of training methods, especially for older employees, has not yet been tried, but experiences in the United Kingdom have been followed with interest.

Prof. Forssman concludes: "One may say that the attitude of employers and their organizations to the adjustment of the aging employee has on the whole been positive. . . . The problems of adjusting the older employee have mainly been solved through replacement in the individual industry in co-operation between management, personnel officers, supervisors and available industrial physicians."

Certification and Other Proceedings Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for two days during March. The Board granted one application for certification and one application for revocation of certification. During the month, the Board received 11 applications for certification and allowed the withdrawal of one such application. The Board also received one request for a review of an earlier decision.

Application for Certification Granted

United Steelworkers of America on behalf of a unit of employees employed in various classifications by the Hudson Bay Mining and Smelting Co. Ltd. at Flin Flon and Snow Lake, Man. The newly certified bargaining agent replaced an incumbent, the Flin Flon Base Metal Workers' Federal Union 172 (CLC), with the latter's concurrence. Six craft unions having bargaining rights for other units of the respondent's employees participated as interested parties in a hearing before the Board.

Application for Revocation Granted

Bernard Doherty, applicant, MacCosham Van Lines Limited, Kingston, Ont., respondent, and General Truck Drivers' Union Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Apr., p. 247). The application was for revocation of the Board's order, dated July 12, 1961, certifying the respondent union as bargaining agent on behalf of a unit of drivers and warehousemen employed by MacCosham Van Lines Limited and working in and out of Kingston, Ont.

Applications for Certification Received

1. Grand International Brotherhood of Locomotive Engineers, on behalf of a system-wide unit of firemen, helpers and hostlers employed by Canadian National Railways, Montreal, Que. (Investigating Officer: H. A. Fisher).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

2. United Brotherhood of Carpenters and Joiners of America, Local 2736, on behalf of a unit of millwrights employed at Whitehorse, Y. T., by G. M. Gest Contractors Limited, Calgary, Alta. (Investigating Officer: J. D. Meredith).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail-truck drivers employed by Transol Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

4. International Union of Operating Engineers, Local 115 on behalf of a unit of employees of Humphrey Construction Ltd., North Vancouver, B.C., employed at Clinton Creek, Y.T. (Investigating Officer: J. D. Meredith).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of CTV Television Network Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

6. *Syndicat National des Debardeurs des quais de Baie-Comeau (CSN)* on behalf of a unit of employees at Baie-Comeau, employed by Terminus Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

7. *Syndicat General de la Radio CSN (CKLM)* on behalf of a unit of employees of Radio Laval Inc., Montreal, Que. (Investigating Officer: R. L. Fournier).

8. International Association of Machinists and Aerospace Workers, Lodge No. 692, on behalf of a unit of employees of Humphrey Construction Ltd., North Vancouver, B.C., employed at Clinton Creek, Y.T. (Investigating Officer: J. D. Meredith).

9. Tunnel and Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of employees of Humphrey Construction Ltd., North Vancouver, B.C., employed at Clinton Creek, Y.T. (Investigating Officer: J. D. Meredith).

10. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees employed at Station CJOH-TV by Bushnell T.V. Co. Limited, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

11. International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Bristol Aerospace Limited, Rockwood, Man. (Investigating Officer: A. E. Koppel).

Application for Certification Withdrawn

Association des employés du Transport d'Anjou Inc., applicant, and *Transport d'Anjou Inc.*, Rivière-du-Loup, Que., respondent (L. G., Apr., p. 246).

Request for Review Received

The Board received a request from the Canadian Brotherhood of Railway, Transport and General Workers for review of the Board's decision of July 27, 1964 (as amended by the Board's order dated September 21, 1964) covering certain employees of the St. Lawrence Seaway Authority employed on the Twinning Project, Welland Ship Canal, St. Catharines, Ont. (L. G. 1964, p. 797).

Conciliation and Other Proceedings Before the Minister of Labour

By the Conciliation and Arbitration Branch

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Grenier Express Inc., Shawinigan, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

2. Giant Yellowknife Mines Limited, and Local 802, Yellowknife and District Miners' Union, International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: J. D. Meredith).

3. Toronto, Hamilton and Buffalo Railway Company, and Brotherhood of Railroad Trainmen (Conciliation Officer: T. B. McRae).

4. Canadian Pacific Air Lines, Limited, and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe).

5. Canadian Lake Carriers' Negotiating Committee (25 companies) and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

6. Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

7. Sutcliffe Shipping Co. Ltd., Montreal, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

8. Porter Shipping Ltd., Toronto, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

9. Norlake Steamships Co. Limited, Toronto, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

10. Holden Sand & Gravel Limited, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

11. Westdale Shipping Limited, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

12. Maple Leaf Mills Limited, Calgary, and Local 1145, United Packinghouse, Food & Allied Workers (Conciliation Officer: D. H. Cameron).

13. Quebec Cartier Mining Company, Port Cartier, Que., and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

14. Robin Hood Flour Mills Limited, Moose Jaw, Sask., and local 201, United Packinghouse, Food & Allied Workers (Conciliation Officer: A. E. Koppel).

15. McAllister Towing Ltd., Montreal, and Seafarers' International Union of

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Canada (Conciliation Officer: C. E. Poirier).

16. McAllister-Pyke Salvage Ltd., Montreal, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

17. Air Canada, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: T. B. McRae).

18. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., and Local 564, International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: J. D. Meredith) (L. G., May, p. 310).

2. Atomic Energy of Canada Limited, Pinawa, Man., and Local 938, Canadian Union of Public Employees (Conciliation Officer: A. E. Koppel) (L. G., May, p. 310).

3. National Harbours Board (Quebec harbour police) and Public Service Alliance of Canada (Conciliation Officer: C. E. Poirier) (L. G., May, p 310).

4. National Harbours Board, and Public Service Alliance of Canada (Prescott elevator group) (Conciliation Officer: T. B. McRae) (L. G., May, p. 310).

5. Central Truck Lines Limited, North Bay, Ont., and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: S. E. Emmerson) (L. G., May, p. 310).

6. National Harbours Board, Vancouver, and Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe) (L. G., March, p. 191).

7. The Shipping Federation of Canada, Inc., and Locals 1039 and 1764, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (L. G., Jan., p. 41).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between McCabe Grain Company, Edmonton, Alta., and Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., Apr., p. 248) was fully constituted in March with the appointment of Roy A. Gallagher, Q. C., Winnipeg, as Chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the board, company nominee D. C. McDonald of Edmonton, and union nominee Ross T. G. McBain of Calgary.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between National Harbours Board and National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., May, p. 310) was fully constituted in March with the appointment of His Honour Judge Paul Hurteau of Montreal, as Chairman. Judge Hurteau was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Jean Massicotte, Q.C., and union nominee Jean-Robert Gauthier, c.r.i., both of Montreal.

Board Report Received

Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (Dining Car Service Employees) (L. G., Jan., p. 41).

Strike Action After Board Procedure

CHAB Ltd., (CHAB-TV) Moose Jaw, Sask., and National Association of Broadcast Employees and Technicians (L. G., May, p. 310).

Settlement After Further Mediation

United Press International of Canada, Ltd., and The Canadian Wire Service Guild, Local 213, American Newspaper Guild (L. G., Jan., p. 42) (Mediator: C. E. Poirier).

Wage Schedules Prepared In February

During February, the Department of Labour prepared 219 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 178 contracts in these categories were awarded. In addition, 100 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority and the Departments of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in February for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
CMHC	2	$ 18,955.70
DDP	217	743 926.00
RCMP	6	31,556.10
DOT	2	9,543.15

During February, the sum of $3,665.76 was collected from 10 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 116 workers concerned.

Insurance Registrations And Other UIC Statistics

On January 31, insurance books or contribution cards had been issued to 5,227,076 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1966.

On the same date, registered employers numbered 346,294, an increase of 431 since December 31, 1966.

Enforcement Statistics

During January, 10,773 investigations were conducted by enforcement officers across Canada. Of these, 8,066 were spot checks of claims to verify the fulfilment of statutory conditions, and 916 were miscellaneous investigations. The remaining 1,791 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 375 cases, 143 against employers and 232 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 675.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled $38,399,278.92 compared with $35,960,-792.27 in December 1966 and $36,064,-001.38 in January 1966.

Benefits paid in January totalled $41,-382,511.33 compared with $22,426,912.51 in December 1966 and $35,910,149.73 in January 1966.

The balance in the Fund on January 31 was $284,029,253.84. On December 31, 1966 it was $287,012,486.25; and on January 31, 1966 it was $161,919,787.01.

*These do not necessarily relate to the investigations conducted during this period.

By the Legislation Branch

Legal Decisions Affecting Labour

The Supreme Court of Canada has ruled that direct appeal to that Court from a decision of the Labour Relations Board is not permissible

The Alberta Supreme Court has ruled that a certification order issued by the Canada Labour Relations Board is not subject to review on *certiorari*

On March 14, 1966 the Supreme Court of Canada ruled that a decision of a provincial Labour Relations Board rendered final by legislation cannot be appealed directly to the Supreme Court of Canada with leave of that Court pursuant to Sec. 41(1) of the Supreme Court Act.

Summary of Facts

The company, *J. R. Théberge Ltée*, applied to the Supreme Court of Canada for leave to appeal to that Court from a decision of the Quebec Labour Relations Board of September 14, 1965. The unusual thing about this case was that the decision in question had not been previously submitted to a Court of Justice in the Province of Quebec or to a Judge thereof.

Company's Submission

The issue before the Court was whether the Supreme Court of Canada has jurisdication to entertain such an application and to deal with it on its merits. The company admitted that the provisions of Chapter VII of the Quebec Labour Code prohibit recourse to the Courts in respect of the acts, proceedings, and decisions of the Quebec Labour Relations Board acting in the performance of its functions. It was argued, however, that the order of the Board represented the decision of the highest court of last resort in the Province, thus giving the Supreme Court jurisdiction under Sec. 41(1) of the Supreme Court Act to consider the application and to deal with it on the merits.

Sec. 41(1) of the Supreme Court Act reads as follows:

> Subject to Subsec. (3), an appeal lies to the Supreme Court with leave of that Court from any final or other judgment of the highest court of final resort in a province, or a judge thereof, in which judgment can be had in the particular case sought to be appealed to the Supreme Court, whether or not leave to appeal to the Supreme Court has been refused by any other Court.

Not a Court of Justice

In rendering the judgment of the Court, Mr. Justice Fauteux noted that the decision from which an appeal lies by virtue of this section must be the decision of a ". . . court . . . or a judge thereof . . ." These expressions are the same as those appearing in the language of the other sections dealing with the general appellate jurisdiction of the Supreme Court, and grouped along with Sec. 41(1) under the heading "Appellate Jurisdiction" in the Act.

In the opinion of Mr. Justice Fauteux, there is no reason to assign to these expressions, in the context of Sec. 41(1), a meaning different from the only possible meaning which has always been ascribed to them—namely, Court of Justice, and Judges of a Court of Justice—and this does not include administrative tribunals or the members comprising an administrative tribunal or body.

Mr. Justice Fauteux referred also to the origins of the present Sec. 41. By Sec. 2 of an Act to amend the Supreme Court Act, 1949, Parliament broadened considerably the jurisdiction of the Supreme Court by adopting the language of Sec. 41(1); and by Sec. 3 of the same Act, appeals to the Privy Council were abolished.

By abolishing appeals to the Judicial Committee, the Supreme Court became the Court of final resort, and Parliament conferred upon the Supreme Court of Canada some of the appeal jurisdiction previously exercised by the Judicial Committee. The general appellate jurisdiction of the Privy Council, however, was exercised with respect to decisions of the Judiciary, and not with respect to decisions of the Executive or of administrative bodies.

Nature of the Board

Summarizing his views, Mr. Justice Fauteux stated that the expression ". . . court . . . or a judge thereof . . ." as used in Sec. 41(1) as well as in the sections with which it appears under the heading "Appellate Jurisdiction" in the Supreme Court Act, means the Courts and the Judges comprising that branch of government represented by the Judiciary. Not included are administrative bodies such as administrative boards, professional associations and their disciplinary committees, notwithstanding the fact that certain judicial functions may be accorded to them purely as a necessary complement or accessory

in the execution of their administrative functions.

He stated that the Labour Relations Board is one of these administrative bodies. There is no provision in the Quebec Labour Code which requires, as a qualification, that any one of the persons forming the Board shall be a lawyer. The provisions of the Labour Code stipulate that:

- –sessions of the Board will be presided over by the president or by one of the vice-presidents;
- –members representing the employers, and those representing the employees must sit in equal number;
- –several sessions of the Board may be held simultaneously;
- –a quorum shall comprise three members, one of whom shall be the president, or one of the vice-presidents, together with a member representing the employers and another representing the employees;
- –the Board and its members shall have all the powers, immunities and privileges of Commissioners appointed pursuant to the Public Inquiry Commission Act; and
- –the Board may, with cause, amend or revoke any decision, order, or certificate that it may issue.

Jurisdiction Lacking

In these provisions, as in those dealing with the powers of the Board and its members, the traditional characteristics of administrative bodies established to promote industrial peace can be recognized; but the characteristics of Courts of Justice, or of Judges of Courts of Justice as envisaged by Sec. 41(1) of the Supreme Court Act, cannot be found.

Further, Mr. Justice Fauteux added, the Quebec Courts of Justice Act does not make any mention of the Labour Relations Board in the list of Courts having jurisdiction in the Province.

This reasoning led him to the conclusion that the Supreme Court of Canada has no jurisdiction to hear, and consequently to allow, a direct appeal from a decision of the Labour Relations Board. This conclusion, however, would not rule out an appeal from a judgment of a Court within the meaning of Sec. 41(1), or of one of its judges, concerning a decision of the Labour Relations Board.

Application Dismissed

The Supreme Court of Canada, in a unanimous decision, dismissed the company's application to allow a direct appeal to that Court from a decision of the Labour Relations Board. *J. R. Théberge Ltée v. Le Syndicat National des Employés de L'Aluminum D'Arvida Inc.* (1966) 58 D.L.R. (2nd) Part 8, P. 764; 66 C.L.L.C., para 14, 131.

ALBERTA SUPREME COURT

On March 3, 1967 Mr. Justice Riley of the Alberta Supreme Court, in dismissing an application for *certiorari* to quash a certification order issued by the Canada Labour Relations Board, ruled that determination by the Board of the employer and employee relationship is within exclusive jurisdiction of the Board and not open to review by the Court.

Summary of Facts

On February 2, 1966 the Canada Labour Relations Board conducted a hearing on the application for certification by Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, for a group of employees of Midland Superior Express Ltd., described in part as "line drivers, spare drivers, leased equipment operators classified as line drivers and spare drivers." On May 11, 1966 the Board certified Locals 979 and 362 as a bargaining agent of the employees in question. Following this decision, the company applied for *certiorari* to quash the Board's decision.

Employer – Employee Relationships

Mr Justice Riley stated in his reasons for judgment that the issue before the Court was one of the identity of the employer and employee relationship. The company alleged that the employees in question were not really the company's employees; the company hired independent trucker-contractors and these were hiring their own employees.

Mr. Justice Riley was of the opinion that, in law, the employees in question were not those of Midland Superior Express Limited. He was, however, bound to follow a statement made by Mr Justice Judson of the Supreme Court of Canada in *Labour Relations Board et al v. Traders Service Ltd.* (L.G. 1959, p. 58):

> There is no difference in principal between a determination of the capacity in which a person is employed, and a determination of the question of the relation of the employer and employee. Neither question is a collateral issue. There are no two issues here before the Board, the first whether the man is an employer and the second whether he is the employer of a particular employee. The issue is a single one and entirely within the Board's jurisdiction. It was for the Board, and for the Board alone, to make the finding on the one issue, and this finding is not open to review by the Court.

Mr. Justice Judson said that the issue of whether or not a man is the employer of a particular employee is a question of fact.

Mr. Justice Riley noted that, in the case at bar, there was evidence that the company had complete control over the choice of drivers, made all assignments, did all the dispatching, assigned the routes, disciplined or reprimanded the drivers, and dismissed any recalcitrant driver. In his view, however, the Canada Labour Relations Board might have been wrong in deciding that the line drivers were employees of Midland Superior Express Limited, within the meaning of and for the purposes of the Industrial Relations and Disputes Investigation Act. But he could not correct that error on *certiorari*, as he was bound to follow the principle of law laid down by Mr. Justice Judson in the *Traders Service* case.

Application Refused

The Court refused the application for *certiorari* and upheld the certification order. *Midland Superior Express Limited v. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.* Alberta Supreme Court, March 3, 1967, (unreported).

New magazine issued for high school students

A new magazine for Canadian high school students called *Science Affairs*, published in Montreal for the Youth Science Foundation, is directed toward:

- –stimulating an interest among high school science students in continuing their studies through university and beyond;
- –encouraging Canadian scientists to seek employment in Canada; and
- –fostering a wider and more enlightened interest in scientific subjects.

One of the contributors to the first issue, Miss Dorothy Harper, who is in charge of a group of analytical scientists studying chemical compounds and structures at Domtar's new research laboratory at Senneville, Que., says, "The traditional horizons of science are changing. New fields, such as biophysics, biochemistry and geophysics, are opening up and are creating unlimited opportunities for women scientists."

Miss Harper is chairman of the Montreal section of the Canadian Association of Applied Spectroscopy and is helping to organize an international conference on spectroscopy to be held at Carleton University, Ottawa, in June 1967.

For further information, write: Science Affairs, 1255 University Street, Room 224, Montreal 2, Que.

Recent Regulations Under Provincial Legislation

British Columbia has raised the minimum wages of employees in offices, shops and manufacturing

Ontario has issued new safety rules for complex falsework on construction projects

In British Columbia, new minimum wage orders for office workers and employees in the mercantile and manufacturing industries have increased the minimum wage from $1 to $1.10 an hour, effective May 1, with provision for a further increase to $1.25 an hour on November 1.

Ontario has amended regulations under the Construction Safety Act establishing new requirements with respect to the design and erection of multi-tiered falsework on construction projects.

In Alberta the first regulations under the Pension Benefits Act have been issued.

Other new regulations dealt with private vocational schools in Quebec, hairdressers and hairdressing schools in Ontario, and apprentices in the sheet metal mechanics trade in Alberta.

ALBERTA

Apprenticeship Act

In Alberta, apprenticeship regulations for the sheet metal mechanics trade have been re-issued with a few changes. The ratio of apprentices to journeymen is now one to two instead of one to three.

The minimum wage now payable for registered employment prior to first year technical training is 50 per cent of the prevailing journeyman's wage. This rate must be increased to 60 per cent after successful completion of first year technical training, with increases to 70 per cent, 80 per cent and 90 per cent after the apprentice passes each additional year of training.

Pension Benefits Act, 1966

The first regulations to be issued under the Alberta Pension Benefits Act were published on January 14. They went into force on January 1, as did the Act.

The Act, which is similar to the pension benefits legislation in effect in Ontario and Quebec, is designed to protect members of private pension plans by ensuring that the plans are solvent and that members are supplied with adequate information about the plan, and to provide for the portability of pension rights when employees change jobs.

The regulations stipulate that every pension plan submitted for registration must include a provision for funding which "will set forth the obligation of the employer to contribute both in respect of the current service cost of the plan and in respect of any initial unfunded liabilities and experience deficiencies." The regulations define the different kinds of liability that may arise in a plan, and the maximum time in which such liabilities must be liquidated by the employer. The regulations also specify the classes of investments and loans in which pension fund money may be invested.

A conflict-of-interest clause is included, disqualifying certain persons from receiving loans from the funds of a pension plan or from receiving, either directly or indirectly, any fees or other benefits on account of transactions of the fund.

Other matters dealt with in the regulations include discontinuance of plans, calculation of annuity, and transfer of pension benefit credits.

BRITISH COLUMBIA

Minimum Wage Acts

New orders of the British Columbia Board of Industrial Relations, effective May 1, have increased the minimum wage of employees in offices, and in the manufacturing and mercantile industries, from $1 to $1.10 an hour, with provision for a further increase to $1.25 an hour on November 1. British Columbia is thus the first province to provide for a minimum wage of $1.25 an hour for employees in these industries and occupations. This is the minimum wage set for employees in federal industries under the Canada Labour (Standards) Code.

The new rates apply to all employees except: (1) persons employed in a managerial, supervisory or confidential capacity; and (2) apprentices or part-time or handicapped persons working under special permits from the Board, and who must be paid at the rates specified in the permit. Lower minimums are no longer set for employees with less than three months experience.

The overtime requirement is unchanged. Employees, as before, must be paid time and one half their regular rate for all hours worked in excess of 8 in a day or 40 in a week, or in excess of a weekly average of 40 hours where, by agreement, hours are averaged over a fixed period.

Another regulation exempts from the minimum wage legislation students enrolled in an occupational training program in the hotel and catering industry, under the direction of a Department of Education.

MANITOBA

Construction Industry Wages Act

A new wage schedule fixing minimum wages and standard weekly hours for workers in the heavy construction industry in Manitoba went into force on May 1.

The new schedule (Man. Reg. 26/67) again fixes rates for only five categories of employees. Rates for four categories have been increased by 15 cents an hour and that of the fifth (watchmen and flagmen) by 20 cents. The hourly wage rates are:

- crane operators hoisting on building construction and demolition, $2.65;
- dragline, shovel, backhoe, clamshell, gradall, piledriver operators and mechanics, and welders working on heavy equipment, $2.20;

- operators of equ pment not otherwise specified, including truck drivers working exclusively on the site, or those hauling earth, spoil and rubble from the site; but not those hauling materials to the site, except those hauling granular materials to highway road, bridge, dam and drainage contracts, $1.90;
- labourers, and any person working on heavy construction and not otherwise classified, $1.70; and
- watchmen and flagmen, $1.25.

These minimum rates are again based on a standard work week of 60 hours, and time and one half the regular rate must be paid for all hours worked in excess of the weekly limit. During the period November 1 to April 30, however, the standard work week in Metropolitan Winnipeg will be 48 hours instead of 60.

NEW BRUNSWICK

Workmen's Compensation Act

The New Brunswick Workmen's Compensation Board has revised the list of industries within the scope of the Workmen's Compensation Act. As before, these industries are divided into five classes for assessment purposes, but some of the definitions have been expanded and new industries and occupations added.

The new provisions were gazetted as Reg. 67-13 on February 15.

ONTARIO

Apprenticeship and Tradesmen's Qualification Act, 1964.

Regulations under the Ontario Apprenticeship and Tradesmen's Qualification Act governing hairdressers and hairdressing schools have been revised.

The apprenticeship training program for hairdressers comprises three periods of 1,500 hours each, compared with the former 1,800 hours.

Graduates of a licensed hairdressing school will be issued an interim certificate of qualification upon passing the prescribed examination. The same rule applies to a student, in a school under the jurisdiction of the Department of Education, who has completed Grade 10 or its equivalent and has finished an approved hairdressing course of at least 1,500 hours.

The interim certificate, valid for 24 months from the date of issue, may be renewed if the applicant passes the prescribed examination. The holder of this certificate may not be employed as a hairdresser unless he is working with a person who holds a subsisting certificate of qualification in the trade and is employed by the same employer.

A person with an interim certificate may be granted a subsisting certificate of qualification if he satisfies the Director of Apprenticeship that he has been working full time as a hairdresser for at least 12 months.

The maximum number of hours of training and instruction given to any student in a hairdressing school must not exceed 40 in any week. Daily hours are more flexible. Classes may now start earlier—8 a.m. instead of 9 a.m.—and may now be given in the evenings between the hours of 6 p.m. and 10 p.m.—except on Saturdays, when classes must end by 6 p.m. As before, no training or instruction may be given on a holiday.

Construction Safety Act, 1961-62

Amendments to the general regulations under Ontario's Construction Safety Act are designed to provide greater protection to construction workers employed on projects where falsework of a complex nature is used.

The new regulations (O. Reg. 42/67) were made after consultation with senior official of major engineering firms, construction associations in Ontario, and the Association of Professional Engineers. They incorporate recommendations of the coroner's jury that investigated the deaths of nine men in the collapse of the Heron Road Bridge in Ottawa in August 1966.

The new provisions make it compulsory for the multi-tiered falsework on construction projects to be designed by a professional engineer. The plans must bear the signature of the engineer and must be available at the project at all times. The designs must also provide detailed specifications for all materials to be used.

The contractor will be responsible for ensuring that the falsework is constructed in accordance with the drawings and specifications.

In a statement to the Ontario Legislature, the Minister of Labour said that the amendments would help to ensure that:
- falsework is designed by professionally competent persons;
- adequate materials are used;
- contractors follow safe procedures in the erection and use of falsework; and
- responsibility for falsework design and specifications be pinpointed.

QUEBEC

Private Vocational Schools Act

The Department of Education has amended its regulations governing private vocational schools. After government officials had received reports of abuses, a special committee was set up in March 1966 to study the legislation relating to such institutions.

In the new regulations (O.C. 1828 gazetted February 4 and effective April 1), the coverage of the legislation has been extended and clarified. Fifteen classes of vocational schools are now recognized, among which are schools offering courses in:

(1) administration (automation, data processing and programming, etc.);

(2) construction trades;

(3) real estate valuation; and

(4) various services, including hotel trades and those of claims adjuster, travel agent, insurance appraiser and air hostess.

The minimum security to be posted by the operator of a school when applying for a permit is now $1,000, or five times the total cash price of the most expensive course given by the school.

As before, the fee for a permit is $10 for every type of course offered, with the exception that day, night and correspondence courses are now considered as distinct courses for purposes of calculating fees.

If a school is offering courses in a trade or profession governed by a federal or provincial act, or a decree under the Collective Agreement Decrees Act, the owner, director or canvasser must inform the student upon his enrolment, in writing, of the existence of this legislation and of any provisions affecting him.

SASKATCHEWAN

Trade Union Act

New conciliation board regulations set out by the Saskatchewan Minister of Labour were published on February 10 as Sask. Reg. 20/67 and went into force on March 1.

Under the amended regulations, some of the time limits have been changed. If the Minister decides to appoint a conciliation board after one has been requested, he must immediately ask the parties to submit their nominations within seven days of notice. The representatives of the parties must select the chairman within five days after the appointment of the second member (previously seven).

A conflict-of-interest clause has also been added to prohibit the appointment of any person who has any pecuniary interest in the matter before the conciliation board, or who is currently acting, or who, within the past six months, has acted as the solicitor, legal adviser, counsel or paid agent of either of the parties.

By the Unemployment Insurance, Pensions and Manpower Section, Dominion Bureau of Statistics

Number of January Claimants

25 Per Cent Higher Than December Total

Claimants for unemployment insurance benefit totalled 531,900 on January 31, which was 25 percent higher than the total of 423,400 at the end of December, and about 4 per cent higher than the total of 511,800 on January 31, 1966. More than 80 per cent of the month-to-month increase was due to the larger number of male claimants. But this was substantially less than at the same time last year, when almost 90 per cent of the increase was among males. Females accounted for 60 per cent of the increase, compared with a year ago.

Seasonal benefit claimants numbered 102,500 on January 31, compared with 110,000 a year ago. This decline in the number of seasonal benefit claimants was accounted for by a drop in the number of males. There were 429,400 claimants for regular benefit at the end of January, an increase of almost 28,000 since last year. Males and females contributed to the increase.

Initial and Renewal Claims

A total of 254,400 initial and renewal claims were filed during January, which was slightly higher than the December total of 251,500 and some 29,000 above the January 1966 total of 225,000. Claims arising out of separations from employment during the month accounted for 219,000 of the total, the remaining 36,000 being requests for re-establishment of credits, most of which were transfers from regular to seasonal benefit.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during January was estimated at 354,200, compared with 226,000 in December and 361,200 a year earlier. Benefit payments during the month totalled $41,400,000 compared with $22,400,000 in December and $35,900,000 in January 1966. The average weekly payment was $25.96 in January, $24.81 in December, and $24.86 in January 1966.

Unemployment Insurance in 1966

On October 6, 1966 the Minister of Labour announced in the House of Commons that unemployment insurance coverage was being extended to certain farm workers, effective April 1, 1967. The main exclusions are: workers who are members of the employer's family, or who are themselves operators of farms and hence are employed only casually as paid workers. Although board, lodging or other non-pecuniary remuneration is taken into account in determining total wages for purposes of contribution, no contributions are required for any week in which cash wages are less than $9.

The insured population averaged 4,526,000 in 1966, 4 per cent above the 1965 average of 4,338,000. The increase occurred among those employed, the claimants having declined from 322,000 in 1965 to 315,000 in the current year. Similar changes were observed in the labour force,* where the non-agricultural paid workers increased by 6 per cent and average unemployment declined.

The improved employment conditions in 1966 were reflected in a lower volume of claims, i.e., 1,548,000—about 80,000 less than 1965. Claims filed for every 100 insured persons in 1966 averaged 34, compared with 38 in 1965. Benefit payments, totalling $295,000,000, were $17,000,000 less than in 1965. The average weekly payment in 1966 was $24.52—almost unchanged from $24.54 in the previous year.

Summary Table

Activity	*January 1967*	*December 1966*	*January 1966*
		000's	
Insured population as at month-end	—	4,733	4,482
Initial and renewal claims filed			
Total	254†	251†	225
Initial	201	196	181
Renewal	54	56	44
Claimants currently reporting to local offices	532†	423†	512
Regular benefit	429	364	402
Seasonal benefit	102	60	110
Beneficiaries (weekly average)	354	226	361
Weeks compensated	1,594	904	1,445
Benefit paid	$41,383	22,427	35,910
Average weekly benefit	$25.96	24.81	24.86

†Discrepancy between totals and sub-totals is due to rounding.

Correction

In our April issue, a line of type was inadvertently dropped from the Unemployment Insurance Report on p. 252. The second sentence in para. 1 under the subhead "Initial and Renewal Claims" should have read: "As in the previous year, 95 per cent of the claims were filed by persons separating from employment during the month; the remainder were from persons whose benefit terms had been exhausted and who were seeking an extension of such rights."

**The Labour Force*, prepared in the Special Surveys Division.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB-2639

The claimant, 64, had been employed at a colliery until February 4, 1966. A number of collieries in the district were being closed down, and in order to relieve the severe unemployment resulting from these closures, the Government of Nova Scotia had instituted the Miners' Voluntary Pension Plan.

The purpose of this plan was to enable and encourage older miners to retire before the compulsory retirement age of 65, thereby leaving the remaining jobs to the younger miners with families. The plan had the further object of retaining in the industry the younger men who, under the existing contract of employment, would have been "bumped" by older men laid off from closed collieries, thus gradually depriving the industry of replacements.

Under these circumstances, the claimant voluntarily retired on February 4, 1966. On quitting his employment, he received three weeks' vacation pay. The employer confirmed the statement that the claimant had left voluntarily.

The insurance officer ruled that because, with three weeks' vacation pay, the claimant had received his usual remuneration until the end of the week beginning February 20, he was not considered to be unemployed during that time, within the meaning of the Act (CUB-2193A).

Because the claimant had retired voluntarily with no promise of other work, the insurance officer considered that he had not shown just cause, within the meaning of the Act, for leaving his employment. The period of disqualification prescribed by the Act under these circumstances was six weeks, But, considering that the miners' having been encouraged to retire was an extenuating circumstance, the insurance officer imposed a disqualification of only three weeks, from February 27 to March 19.

The claimant appealed to the board of referees against this disqualification. At the hearing, the claimant was represented by an official of the United Mine Workers, who pointed out that claimants in similar circumstances in 1962 had been disqualified by another board of referees for only one week.

Although the board considered that the claimant had not shown just cause for leaving his employment, the board unanimously decided, on the strength of the decision of the previous board, to reduce the period of disqualification to one week, saying that "there should be continuity in the decisions handed down by the boards of referees."

The board also ruled that its decision was a test case, not only for the claimant and 66 other persons who were listed as being in a position similar to that of the claimant, but also "for all men who have and will apply for Miners' Voluntary Pension."

In appealing to the Umpire against the decision of the board of referees to further reduce the period of disqualification, the insurance officer said that in several previous decisions, the Umpire held that the normal period of disqualification under [the Act] is six weeks, unless there are extenuating circumstances (CUBs 56 –L. G., 1946, p. 957 –and 755), which the claimant has the onus of establishing (CUB 2105 –L. G. 1963, p. 242). He did not agree with the opinion that the period of disqualification should be less than six weeks when there were no extenuating circumstances (CUBs 42 –L. G. 1946, p. 510 –593, 1300, 1637).

The insurance officer submitted that the board's decision was in error, particularly in view of its finding that the only evidence submitted to explain the voluntary separation in this case was the statement that the claimant left to go on pension. The board noted that there were no extenuating circumstances, and that the fact that the insurance officer may have been overly liberal in reducing the period of disqualification to three weeks did not justify a further reduction to one week, in the absence of identifiable extenuating circumstances (CUB-1300).

He also stated that, by reducing the period of disqualification only on the basis of a previous board's decision, the board had failed to exercise its own jurisdiction, and had merely endorsed a decision made some years ago by another board, only on the ground that this previous decision also involved a miner who had voluntarily retired on pension.

He further said it was quite clear that a board of referees cannot determine future disqualifications on claims that are not yet existing, as it is not in order to predetermine possible future disqualifications (CUBs 930, 945).

In May 1966 the claimant's union submitted a statement in which it said that, in the years 1962-63, some 485 miners had elected to retire on pension, and that this had saved expense for the town in which they were living, besides helping the industry to retain the younger men. In 1966 again, 160 men had elected to go on pension. The first men who had gone on pension had been disqualified for six weeks—later reduced to three weeks and then to one week.

The union representative said that "these older men were under terrific pressure from all sides to accept this pension, as meagre as it was . . . , and many times, I'm sorry to say were taunted, insulted and even shunned by their fellow workers and the unemployed. All this because they wouldn't leave their work to provide jobs for others who had no income of any kind . . . !"

During the hearing by the Umpire, the Unemployment Insurance Commission's legal adviser said that, in view of the information contained in the union's statement, it might now be recognized that there had been extenuating circumstances at the time of the claimant's separation from employment. The union representative said that the information was not new, as he had given the same information orally to the board of referees,

although the board had not recorded it in its decision.

Considerations and Conclusions

The record shows that the claimant retired from his employment before the compulsory retirement age of 65, and that there was no obligation on him to retire when he did. In such circumstances, the claimant must be held to have voluntarily left his employment.

In so far as the reason for leaving is concerned, the claimant has failed to discharge the burden of proving that he had "just cause" as required by . . . the Act. It is not enough for him to have shown, as I think he did, that his retirement was reasonable and proper in his particular circumstances; he should also have proved that, before abandoning his job, he had taken steps to secure other regular employment and had a definite prospect of obtaining such employment at the time of his retirement (CUBs 422, 1854).

As there is no evidence that the claimant had found alternative employment, either by registering at his local office or approaching potential employers well in advance of the date of his voluntary separation, I consider that both the insurance officer and the board of referees were right in maintaining the principle that a claimant who, as in this case, has quit his employment for reasons of a purely personal nature ought to be disqualified. . . .

The remaining question—and not the easiest one—to be determined is whether the claimant has proved that in his case there are circumstances which justify a reduction in the period of disqualification . . . the Act provides that where an insured person is disqualified from receiving benefit . . . , "the period of disqualification shall be for such period, not exceeding six weeks, as is determined by the insurance officer, board of referees or umpire."

According to established jurisprudence, "a person is disqualified for the maximum period specified under the Act if his unemployment is brought about by his own actions" (CUB-56) and such period may be reduced only when there are mitigating or extenuating circumstances (CUB-1637). The burden of proving such circumstances rests on the claimant (CUB-2105).

In his submission to the board of referees, the insurance officer explained his decision to impose a period of disqualification of three weeks only, by saying that "the fact the miners have been encouraged to accept this pension was considered extenuating." The insurance officer, however, omitted to reveal what specific evidence, if any, was used as the basis for his statement that the miners had been encouraged to accept the pension.

The action taken by the board of referees in further reducing the period of disqualification would be less difficult to exp ain if, instead of doing so on the ground—erroneous in law—that a previous decision of another board of referees had created an obligatory precedent, the board had reduced the period on the basis of the information contained in the union's statement of observations. If, as alleged by [the union representative] during the hearing before me, and I have no reason to doubt his word, he gave that information orally to the board of referees, it certainly was a determining factor in the board's decision; but here again, as in the case of the insurance officer, and contrary to the provisions . . . of the Act, that most important information was not recorded in the decision.

Considering that, according to the evidence now on record, there are strong extenuating circumstances in the instant case, I decide, after taking into account the shortcomings of the reasons given by both the insurance officer and the board of referees, that the disqualification to be imposed on the claimant shall be for the period February 27, 1966, to March 12, 1966, inclusive—that is, two weeks.

This decision shall apply, *mutatis mutandis*, to the 66 other persons covered by this appeal, but not, as most erroneously decided by the board of referees, to "all men who have and will apply for Miners' Voluntary Pension."

CUB-2659

This case arose out of a strike by 132 members of a local of the Oil, Chemical and Atomic Workers' Union against the British American Oil Co. at one of its refineries. The claim was made by one of the employees affected, but it was recognized that any decision in the matter would apply to all.

As a result of the failure of negotiations for a collective agreement, the 132 workers went on strike on September 20, 1965. At first, operations were brought to a stop—with the exception of the steam and water plants, which were kept running in order to prevent petroleum products from hardening in the pipes and lines. It was reported that four non-union workers entered the refinery after the strike deadline to help in the operation of the plants.

The employer brought in supervisory personnel from his other plants in Canada in order to start the refinery again. Supervisory and technical personnel belonging to the refinery were also employed, and some operations resumed work on September 25.

On October 13, the claimant made his first application for benefit, giving September 19 as the date of his last day worked. He said that the work stoppage was due to a labour dispute, but that his employer had filled his position with a non-union person at midnight on September 19. He contended that his loss of employment was then no longer due to a work stoppage resulting from a labour dispute, but was rather a temporary layoff.

The claimant asked to have his claim antedated on the ground that he had waited until October 13 before making his claim because he and the others involved were waiting for instructions from the union.

On December 8, the insurance officer notified the claimant that he was not entitled to have his claim antedated, because he had not shown that throughout the whole period he had had good cause for delay. On the same date, the insurance officer notified the claimant that he was disqualified and that benefit was suspended from October 10 until the termination of the stoppage of work at the employer's premises, on the ground that the claimant had lost his employment by reason of a stoppage of work attributable to a labour dispute.

On January 10, 1966, the claimant appealed to the board of refereees against the insurance officer's two decisions.

The case turned on the question of when the work stoppage should legally be considered to have terminated. The claimant and the union cited facts and arguments in support of their contention that the company, by bringing in some non-union labour and a number of supervisory personnel, had been able to bring the refinery into normal operation soon after the stoppage began.

The employer then submitted a long and detailed statement in support of his contention that "the operation of this refinery has been far from normal during the entire strike period." On February 17, the employer reported the end of the strike. He said that a new contract had been signed on January 21, but that it had not been possible to bring all the strikers back on January 22. "All operating units were taken over by hourly personnel on... January 23 . . . and about 50 per cent of the maintenance personnel were also brought in on the same day. The balance came in on normal hours on . . . January 24 . . .," he said.

The board of referees unanimously upheld the insurance officer on both questions. On March 31 the union appealed to the Umpire. The Umpire heard the appeal on June 3, 1966.

Considerations and Conclusions

The record shows that, on September 20, 1965, more than 88 per cent of the entire working personnel of the . . . plant of the B.A. Oil Company, including the

claimant and those represented by him for the purpose of this appeal, went on strike. In consequence, they lost their employment by reason of a stoppage of work at the premises at which they were employed, and that stoppage was due to a labour dispute.

It is also established that the aforementioned claimants were directly interested in the labour dispute in that their working conditions stood to be affected by the outcome of the dispute. As a consequence, they were subject to a disqualification under Section 63 of the Act.

As all the units in the refining process of the plant were shut down as a result of the strike, which began on September 20, 1965, it is obvious that the stoppage was an appreciable one. For this reason, the only issue open to question is the determination of when did the stoppage cease to be appreciable; or, in other words, when did "the termination of the stoppage of work" occur; which resolves itself into a mixed question of fact and law.

In regard to the legal aspect of the case, it is necessary to select appropriate criteria in ascertaining the date on which the stoppage of work came to an end.

The appellant, in support of his case, relies heavily on the criterion of production (that is the output of the employer's product). Thus, it has been contended that by December 10, 1965 production had reached its pre-strike level, and that, even as early as November 4, 1965, production had become sufficient to justify a finding that the stoppage of work had ceased. Consequently, the contention of the appellant is that the stoppage of work should be considered as having ended not later than November 4, 1965 rather than on the date set by the insurance officer, i.e., January 28, 1966 a week after the strike had been settled.

The reasons in support of the appellant's contention that the stoppage should be considered as having terminated on November 4, 1965, while they are cogent, are not necessarily conclusive. Section 63 of the Act uses the phrase "stoppage of work," not the phrase "stoppage of production," and in CUB-1035 (L.G. 1954, p. 1031), the Umpire said:

> The work referred to in the expression "stoppage of work" is not the particular worker's labour but the work carried out at the factory or other premises at which the worker is employed.

This must obviously include all of the work "normally" done at the premises involved, as can be seen by the following quotation from Umpire's decision CUB-1961:

> ... a stoppage of work refers to the stoppage of the work normally carried on at the factory, workshop or other premises at which a worker is employed, and not necessarily to the cessation of the worker's labour; and the stoppage is deemed to terminate the day on which the operations normally carried on at the employer's establishment are substantially resumed.

Furthermore, according to established jurisprudence, the stoppage of a single operation in a plant may constitute a stoppage of work within the meaning of the Act, such as in the cases dealt with by the Umpire in decision CUB-540 (a weavers' strike at a textile factory) and decision CUB-2145 (a plumbers' strike at a construction site). In each of these cases a stoppage of work was found to have taken place because an appreciable amount of the normal work was not performed.

In determining when, after a stoppage of work has taken place, such stoppage can be considered to have ceased, it should be recalled that each particular case must be adjudicated on its own facts. In the present instance, apart from the volume of production, among other factors which require consideration are the following: The number of employees on strike and character of the personnel who replaced them; whether such replacements were of a temporary or permanent character, and the normalcy or otherwise of the hours which such replacements worked; whether the production was achieved at the expense of other work, such as maintenance and repairs, and if so, whether such neglected work was not unsubstantial.

In certain circumstances, the criterion of production may weigh more heavily than in others (CUB-1158) (L.G. 1955, p. 969). Thus, in an average factory, if production had substantially reached pre-stoppage levels, it might reasonably be assumed that the amount of work being done at the factory had also reached its pre-stoppage level. However, this is not necessarily so because the two terms "work" and "production" cannot be equated in all cases, as a look at the facts of the instant case will show.

The plant in question here is a highly-automated oil refinery. Its total staff consisted of 175 employees. Of these, 80 (less than half) were involved in the actual operation of the refinery.... Of the remainder, 19 worked in management and supervising capacities, 12 in a technical capacity, 12 in a clerical capacity, and 52 in maintenance. This latter category covered not only making repairs as the necessity arose, but also a large amount of what is termed "preventative maintenance work"; that is, keeping the plant in good running order at all times with a view to preventing any breakdowns or interruptions in production.

The "work" at this plant includes all of the work being done by all of those employees. It is apparent that the employer could, by entirely or partly abandoning technical, clerical and preventative maintenance work, and by concentrating solely on filling the 80 operational positions with the employees removed from their normal duties and the other workers temporarily taken from other plants of the company, maintain output with a greatly reduced staff, more particularly if the aforesaid replacements were required to work abnormally long hours. A stoppage of work still exist, however, by reason of the very fact that a considerable amount of the technical, clerical and preventative maintenance work normally done at the plant was not being done. The question to be examined, therefore, is whether that was the situation in the case before me, and this is a question of fact.

The record shows that throughout the strike, the total number of employees at the premises seems to have varied between 99 and 110. At the maximum figure the number amounted to only 63 per cent of the pre-strike level. While the strike lasted, none of the technical work usually done by 12 employees was done, the clerical staff was reduced from 12 to 7, and the maintenance staff from 52 to 30. Even if some of the slack in operations was taken up by overtime work, it is apparent, on these figures, that a considerable reduction took place in the amount of work normally done by these non-operational categories and, as a consequence, that there was a more than appreciable reduction in the total amount of work which, but for the strike, would normally have been done at the premises.

The evidence indicates also that this abnormal situation existed throughout the strike, and could be maintained only by improvising other unusual and obviously temporary arrangements, such as providing a catering service and living-in accommodations, requiring unskilled staff to work abnormally long hours, making use of products not usually utilized, and modifying planned and scheduled production. Therefore, it cannot be said that a substantial amount of the normal work and normal working conditions had been achieved when the strike was settled on January 21, 1966.

I am not satisfied, however, that the evidence is such as to sustain the finding of the board of referees to the effect that the stoppage of work lasted until January 28, 1966. Just as the occurrence of a strike raises a presumption that a stoppage of work is attributable to a labour dispute, the settlement of the dispute also raises a presumption that any delay in resuming normal operations after the date of the settlement is not due to the dispute. Hence,

the onus in this case was on the insurance officer to prove beyond a reasonable doubt not only that normal operations were not substantially resumed immediately following the settlement of the dispute on January 21, 1966, but also to establish that it was because of strike conditions that it was impossible to complete the repairs to the catalytic cracking unit until January 28, 1966. In my opinion, the insurance officer has failed to discharge the burden of proving that the aforesaid breakdown was not attributable to a *force majeure* (irresistible force) occurrence, particularly as it is established that extreme cold weather was at least a contributory factor in delaying the necessary repairs. I consider that because on Sunday, January 23, 1966 the first recall of the hourly paid employees to perform their normal work took place, and that because on the following day a similar recall took place, the stoppage of work came to an end on January 23, 1966 that is, when the hourly paid employees began to be normally recalled to perform their normal work.

I might here add that the results of the above-mentioned finding in other circumstances might have had serious consequences, but, in the present instance, it would only inure to the benefit of the few, if any, of the strikers who, through inadvertence or otherwise, might have only been recalled subsequent to January 24, 1966, and for that reason could be regarded as unemployed during the week commencing January 23, 1966.

I agree with that portion of the finding of the Board which begins as follows:

> It was evident that the products produced during the strike were quite different from planned and scheduled production. That the operation was carried on by temporary arrangements and improvised operations. . . .

I cannot say the same with respect to the remaining part of the decision, which goes on to say:

> . . . at least until January 28, 1966. . . . In view of all the facts of this particular case, we must hold that the stoppage of work terminated at the plant on January 28, 1966.

As a consequence, I decide to remove the disqualification imposed under Section 63 of the Act, as from January 23, 1966.

But for this modification, the union's appeal is disallowed.

Because of the above-mentioned decision, it becomes unnecessary for me to deal with the antedating of the claimant's application for benefit.

As requested by the union, this decision shall apply, *mutatis mutandis*, to all the claimants in the same grade or class as the representative claimant.

CUB-2662

The claimant had filed a claim on September 22, 1965 stating that he had worked as a pastry cook from September 1961 to September 21, 1965. Although his services had been found satisfactory, and he had never been reproached for anything, the claimant said he had been replaced by another employee at a lower salary.

The claimant later declared that he had lost this employment because he was engaged in organizing a local of the Hotel and Restaurant Employees' and Bartenders' International Union, and that he had received $50 a week from the union, but in order not to harm his former employer, had not divulged these facts when he filed his claim. He did, however, notify the union that he had lost his employment for this reason, and his allowance was increased to $70 a week.

The claimant filed a renewal claim for benefit on December 2, 1965, claiming that he had worked as a watchman, at $1.30 an hour, from November 2, 1965 to November 28, 1965, and that he had been dismissed because he was not suited for the work. In a subsequent statement he admitted that he had lost this employment after having requested leave to attend a union meeting.

The claimant later declared on a Postal Claimant's Report that he had worked from January 11 to January 20, 1966 and had earned $60. He explained that this was temporary employment. On April 3, 1966 he further stated that he had worked for a hospital, on a trial basis, from March 31 to April 1, and had earned $30.

The claimant also stated that, since July 1965, he had been engaged in organizing a local of the Hotel and Restaurant Employees' and Bartenders' International Union in the establishments of his community. Before his dismissal from the hotel, he said, he had been devoting about six hours a day to this work; but he was now devoting from 10 to 12 hours a day, six to seven days a week—working mostly in the afternoon and evening. The union paid him $70 a week up to March 26, 1966 and his local paid him an additional $10 a week. He could have earned a reasonable salary had he succeeded in recruiting a sufficient number of members.

Although he at first declared himself available for work, and looking for work as a full-time or part-time pastry cook, the claimant stated that it would be very difficult for him to work and to organize the local at the same time, and that he would prefer part-time employment.

The insurance officer considered that the claimant was in a position to control his working hours, and that his engagement in this employment was so considerable that he was not deemed to be unemployed. He therefore disqualified him from receiving benefit from September 19, 1965 for as long as these circumstances existed.

In his appeal to the board of referees, the claimant alleged that he was not in the employ of the union local of which he was the president, that he was not paid a salary, and that the subsidies granted by the international union and the local were used to organize the union at the local level. He added that he had devoted much time to this task and had now left it to somebody else. On this occasion, he also filed a renewal claim effective July 3, 1966. The insurance officer terminated the disqualification on July 2, 1966.

The board noted the other short-term jobs the claimant had held during the period referred to in the question at issue, and it concluded that the claimant had thus shown that he was available for work and unemployed in spite of the fact that he devoted a considerable amount of time to his union work.

The insurance officer's appeal read, in part:

> The board of referees attached too much importance to the fact that the claimant had declared himself available for other employment during the period in question. To be available for work, and to be unemployed, are two separate requirements of the Act (CUB-677 and CUB-1785).
>
> On the other hand, the time devoted to this occupation is an important factor (CUB-1919), and the claimant—who was devoting 60 to 70 hours a week to this work—cannot contend that his engagement . . . was minor in extent. . . .
>
> It follows that the claimant did not meet the requirements for proving unemployment, and that the board of referees, who acknowledged that the claimant was devoting a considerable amount of time to his union work, should therefore have upheld the disqualification.

Considerations and Conclusions

The insurance officer's grounds for appeal are well founded in fact and in law. It is clearly evident that the claimant's recruitment work constituted "employment" within the meaning of [the Act] and that, by devoting so much time to it, he could not invoke the protection of the provisions of paragraph (2) of Regulation 154.

I have consequently decided to set aside the decision of the board of referees and to allow the appeal of the insurance officer.

Canadian Railway Office of Arbitration Releases Decisions in Seven Disputes

Seven separate disputes were dealt with by the Canadian Railway Office of Arbitration at a hearing in Montreal on March 13 and March 14. They concerned: a trainman's claim for general holiday pay; a conductor's responsibility in an emergency situation involving a collision with a gravel train; the claim of a yardman for eight hours pay at pro rata rates; 43 time claims by yard crews for wyeing trains; a trainman's claim for mileage at way freight rate; a head-end brakeman's responsibility in a rear-end collision; and a conductor and crew's complaint of inadequate payment.

The arbitrator, J. A. Hanrahan, allowed two claims and disallowed five.

Summaries of the seven cases, Nos. 55, 56, 57, 58, 59, 60, and 61, follow:

CASE NO. 55

Dispute between the Canadian National Railway Company (Prairie Division) and the Brotherhood of Railroad Trainmen concerning the claim of a yardman for eight hours pay at pro rata rates for a runaround.

On October 28, 1965 a railiner arrived at Winnipeg and was coupled to an engine and moved to the diesel shop by an outside hostler. A yardman submitted a runaround claim for eight hours pay at yard foreman's rate on the ground that the company, by not requiring yardmen to accompany the movement, violated the article of the collective agreement that stipulated that yardmen will do transfer work. The company rejected the claim.

Railiners are motive power units and are operated by engine service employees. When used in train service, they are manned by conductors and, where required, trainmen.

The representative for the brotherhood maintained that the failure to call the yardman was a violation of the collective agreement clause that stipulates: "A spare yardman standing first out and available for service, not called in his turn, will be paid eight hours straight time and will be placed at the bottom of the spare board."

There was no need, however, to tap the yard helper's spare board, because there were four yard crews on duty at the time.

Both sides wanted the arbitrator to determine whether moving the railiner was properly within the scope of hostlers' or yardmen's duties.

The brotherhood's spokesman argued that the movement was a transfer service, dealing with equipment moved within a terminal, because the railiner was not moved under its own motive power to the yard, and yardmen should have been employed.

The company's spokesman argued that the movement was a hostling service, dealing with motive power units moved within a terminal, because a railiner is a type of motive power. Therefore, yardmen have no contractual rights over this service, he contended.

The arbitrator ruled that the movement of a railiner, or any form of motive power, could not be handled by yard crews without their ignoring the differences between a railiner and the equipment normally handled by yard crews. To change the provisions concerning such movements is a matter for negotiation, not arbitration, he said.

The grievance was dismissed.

CASE NO. 56

Dispute between the Canadian National Railway Company (Mountain Region) and the Brotherhood of Railway Trainmen concerning 43 time claims submitted by yard crews at Vancouver, B.C. between July 16 and November 22, 1965 for wyeing trains.

En route to the passenger depot at Vancouver, road crews operating passenger trains turned them on the wye track and backed them into the depot. Regularly assigned yardmen submitted 43 claims for a total of 228 runaround payments of eight hours each for various dates between July and November on the ground that yard crews should have been required to do the work, as they had done previously. The representative for the brotherhood maintained that the wyeing of trains by road crews within Vancouver switching limits constituted a violation of an article of the collective agreement which stipulates: "Yardmen will do all transfer, construction, maintenance of way, and work train service exclusively within switching limits, and will be paid yard rates for such service. Switching limits cover all transfer and industrial work in connection with the terminal."

The representative for the brotherhood stated that in the period between July 16 and November 22 the company required train crews to turn their trains on the wye at Vancouver and then back them into the depot. This work was performed within switching limits and was work normally handled by yardmen in line with the above rule, he said.

He contended that at Vancouver there was no physical situation that would require passenger trains to be turned before arrival at Vancouver station by road crews. Therefore, it was not a condition of assignment for road crews on such trains.

The representative for the company outlined the reason for the change made in 1965 concerning incoming trains at the Vancouver terminal. In the interest of efficiency, the practice of having them head into the station tracks "engine first" was changed to having them backed into the station tracks by road crews utilizing wye tracks. This procedure saved more than an hour in passenger-detraining service at the station platform.

The company spokesman argued that the work performed in taking the train through this wye by the road crew was done as part of a road trip. Yardmen would not be needed to do the work because it was performed as part of a road trip and not exclusively within switching limits.

The arbitrator was convinced that the

operation was not a "transfer service," which would require that road crews be changed off with yard crews upon entering switching limits. Therefore, the grievance was dismissed.

CASE NO. 57

Dispute between the Canadian National Railway Company (Mountain Region) and the Brotherhood of Railroad Trainmen concerning the claim of a trainman for 100 miles at the way freight rate for a runaround.

The collective agreement applying to the mountain region states that: "Spare trainmen will be run first-in first-out in their respective classes, and will be paid 100 miles for each time run around and will maintain their standing on the spare board."

In this case, however, when a spare trainman was required to fill a vacancy as brakeman on a way freight train, the man listed fourth on the spare board was called in error. The first spare trainman submitted a runaround claim for 100 miles, which was paid by the company. Similarly, the trainman who stood third out on the spare board submitted a runaround claim for 100 miles at way freight rates. This claim was rejected, and submitted to arbitration

The representative for the brotherhood maintained that the collective agreement provided for payment of 100 miles to all trainmen on the spare board who are available for service and who are run around by a spare man who stands behind them on the spare board.

The company's spokesman argued that the clause that was correctly applicable to this claim referred to men entitled to work, in their turn, as individuals, not as a crew, as the brotherhood maintained. The spokesman argued that the trainman listed first-out on the spare board was the only one entitled to the runaround claim for 100 miles, which was paid.

It was the arbitrator's opinion that, if more employees than the immediate employee required were recognized as having been overlooked and therefore entitled to compensation, it would bring about an absurd result. In this case, one trainman was required, not two. The wrong one was picked and that error was corrected when payment was made to the one who should have been called. Therefore, the claim was not allowed.

CASE NO. 58

Dispute between the Canadian National Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen concerning the claim of a trainman for general holiday pay for January 1, 1966.

A trainman, who was in unassigned chain gang service, was ordered for 9:20 p.m. on December 31, 1965 to work on a freight train. He went off duty at 2:25 a.m. on January 1, 1966 and booked 16 hours rest, until 6:25 p.m. At 11:15 p.m., when called to work on a train that was to leave at 1:15 a.m., January 2, he booked unfit for duty. He subsequently submitted a time claim for 161¾ through-freight miles for general holiday pay. The company rejected the claim.

The Canada Labour (Standards) Code, which applied to railway employees, effective on July 1, 1965. It confers entitlement to eight general holidays annually with pay. On September 15, 1965, a memorandum of agreement was signed and incorporated in the collective agreement governing trainmen in western Canada.

A qualifying requirement in the agreement states that an employee must be available for duty on such a holiday if it occurs on one of his work days (vacation days excluded). A further section stipulates that shifts or tours of duty on a general holiday shall be considered as work on that holiday.

The representative for the brotherhood pointed out that the employee booked rest until 6:25 p m., after which time he was available for duty. The fact that at 11:15 he was called for service commencing at 1:15 next morning, and booked unfit for duty could not be taken to mean he would not have taken advantage of a call that would give him holiday pay for January 1.

The representative for the company admitted that January 1 was a regular work day for the trainman. He claimed that the trainman had demonstrated on two separate occasions by booking rest and by booking unfit that he was not available for duty.

The arbitrator ruled that the fact that the trainman had booked unfit five hours after finishing his rest period could not serve as a test of his availability for work on the holiday. At that time, there was no limitation on the length of the rest period. The arbitrator could not find that it had been established that the grievor was not available for duty at the time discussed, and he found that the appropriate sum due him as holiday pay should be paid.

CASE NO. 59

Dispute between the Canadian National Railway Company (Mountain Region) and the Brotherhood of Railroad Trainmen over the discipline meted out to a trainman for his responsibility in a rear-end collision between the train and a way freight.

A train travelling within yard limits collided with the rear of a way freight that was stopped on the main track. Following an investigation, the head-end brakeman of the train received a 90-day suspension for violating an operating rule.

The brotherhood requested the removal of the discipline on the grounds that nothing in the company statement at the time of the accident indicated a violation of the rule, but this request was rejected by the company.

The brotherhood contended that the company violated an article of the collective agreement by not properly advising the brakeman prior to the investigation that he was charged with a violation.

The arbitrator read the article that the company allegedly violated and he came to the conclusion that it was confusing and should be redrafted. It states in part: "No trainman will be disciplined or dismissed until the charges against him have been investigated . . ." Here the arbitrator believed that it was not clear from the bare use of the word "charge" whether the result of the complete investigation should be embodied in a formal statement, comparable to an indictment, charging "That Trainman . . ., at the time and place in question, did violate Rule 93 by failing to warn the engineer that he was operating . . . at a speed 'preventing stopping within one half of the range of vision'." This formal charge would then have to be implemented in a manner that would provide the trainman with "an opportunity through the presiding officer to ask questions of witnesses whose evidence may have a bearing on his responsibility."

The arbitrator became convinced that there was nothing in the rule to limit investigation to a time when only the employee could be present to make his statement. He said that there is even a protection in the provision that "the general chairman will be shown all evidence in the case." If such a request were made, and the evidence produced had contained statements from witnesses that the employee had not had an opportunity to question, a refusal by the company to permit such a cross-examination would create a revokable injustice. There was no evidence, however, to indicate that the general chairman had requested a review of the evidence, and the brotherhood had not made any request concerning witnesses.

The brotherhood had pointed out that, since there was no reference made to specific miles per hour in Rule 93, the onus was on the company to prove that the brakeman believed that the speed was excessive. Otherwise, there was no necessity for his taking action to have the speed reduced.

In his statement, the brakeman had said that the train was going six miles

an hour when the automatic brake valve was placed in full emergency. This was substantiated by the other crew members, who said that the train was travelling between four and seven miles an hour.

As the train rounded a right-hand curve, the view of the engineer was obscured by the framework of an overpass bridge. The engineer could see the tail end of the way freight 290 feet south of the point of collision. The brakeman had been seated on the left side of the engine, and had estimated the range of vision at 200 feet. When asked if he considered it possible for a train of 17 cars to stop in 100 feet, he had answered in the affirmative.

The company contended that, if the train had been travelling at six miles an hour, as stated, 17 seconds would have had to elapse before any effort was made to apply the brake—despite the fact that the caboose was in full view. If the brake had been applied at the overpass, as claimed, the engine should have stopped 40 feet south of the freight But it travelled 155 feet beyond the overpass before it came to a stop; and the last 15 feet were travelled after the collision, in spite of the fact that, in the crew's own estimate, they had had three times the distance needed to bring the train to a full stop. From this it was concluded that the train was travelling "far in excess of restricted speed." In addition to this reasoning, the speed recorder tape had indicated a speed of 17 miles an hour at the time the brakes were applied.

The total estimated expense was over $16,000, not including costly delays to traffic. The brakeman and the fireman-helper were suspended for 90 days, the conductor and another trainman were assessed 20 demerits, and the locomotive engineer was discharged, but was returned to service on compassionate grounds nine months later.

The case against the brakeman was summarized by the company, which stated that, although he had been seated on the left-hand side of the cab, with his view of the track limited by the right-hand curve and the nose of the engine, he was a highly qualified trainman with considerable experience, and was conversant with the requirements of the Code.

He was also fully familiar with the physical terrain of the area, and he knew that a train unprotected by a flag could be standing just around the bend. By his own admission, he knew the range of vision from the engineer's position, and he was well qualified to judge whether the train was travelling at "restricted speed." It was claimed that his primary obligation was to ask the engineer whether he thought the speed of the train excessive—and this he failed to do.

The arbitrator also pointed out that had the conductor and rear trainman of the freight not been away at the time, loss of life would probably have occurred.

In view of the inherent serious consequences of the case, and to underline the necessity for rigid adherence to the rule governing "restricted speed", the arbitrator found the brakeman guilty of failing to carry out his duty. His grievance was therefore disallowed.

CASE NO. 60

Ex-parte dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over a conductor and crew's complaint of inadequate payment.

A conductor and crew submitted a claim for an 11-mile run and return, and also for 35 minutes at a turn-around point, but the company paid only for time on the spur.

The brotherhood contended that the company had violated two rules of the collective agreement by placing the claim under the wrong article in the first place, and by misinterpreting the article on which it had based its claim.

At the opening of the hearing, the company made a preliminary objection to the jurisdiction of the arbitrator, because the claimants were not within the requirements of an article that states: "The decision by the highest officer designated by the Railway to handle complaints shall be final and binding unless, within 60 days [of] date of decision, such claim is disposed of... by the employee or his accredited representative, and such officer is so notified. It is understood, however, that the parties may, by agreement in any particular case, extend the 60-day period herein referred to."

The company maintained that a letter written on May 24 by their general manager clearly specified that the claim that had been disallowed had set in operation the 60-day period provided for in the article. But it was not until October 17, 86 days beyond the limit, that the brotherhood requested that the claim be handled by arbitration.

The arbitrator considered that the article was straightforward and that there was no doubt as to its meaning. Only a mutual agreement, which did not exist in this case, could extend the 60-day period. For this reason, he said, he had no jurisdiction to deal with the claim.

CASE NO. 61

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over: (a) 35 demerits imposed on a conductor for failing to do his duty to prevent an accident; and (b) the same conductor's claim for time lost during the investigation.

A main track at a subdivision had been washed out, and a train of gravel was dispatched to repair the track. The job was still incomplete after many hours of work, and the crew had to leave the gravel cars where they stood. A new conductor and crew were sent to complete the unloading. The two diesel units carrying the second crew crashed into the rear end of the gravel train. Subsequently the conductor was given 35 demerits for failing to take proper action to prevent the accident.

The brotherhood requested a removal of the demerits, and compensation for 1,937 miles for time lost during the investigation. The company rejected both the request and the claim.

The liability of the conductor was based on his failure to actuate an emergency brake that was within reach of all crew members. This responsibility is outlined in a general rule that states: "Conductors and Trainmen must familiarize themselves with the location of the emergency valve on each car so equipped." A second article states: "Trains will run under the direction of their conductors.... Conductors... are responsible for the safety of their trains...."

The brotherhood contended that this was not in fact a train, but an engine, and the arbitrator's attention was directed to the definition of "Engineman" in the Code. It states: "The employee in charge of, and responsible for the operation of an engine."

It was disclosed that an acting superintendent was closer to the emergency valve, but that he had not used the emergency brake either. His position was lowered to its former classification of trainman and conductor.

Before dealing with the disciplinary action against the conductor, the brotherhood pointed to the fact that, although the grievor had not been present when the witnesses were giving their statements, the local chairman had requested copies of all statements. The company sent those made by the engineman and fireman, but refused to send the statement made by the acting assistant superintendent. When the brotherhood made a special request for it, they were refused on the grounds that the statement had no bearing on the conductor's responsibility.

This ruling, the arbitrator said, was contrary to Article 32—and the words, "... whose evidence may have a bearing upon the employee's responsibility... and to receive a copy of the statement of such witness," also include any requested statement that might clear the conductor of responsibility.

Continued on page 382

By the Library Staff

Publications Received in Department of Labour Library

In order to publish the three-part series, "Manpower Studies: A Selected Bibliography for Policy and Research," in the March, April and May issues of the GAZETTE, *we had to suspend "Publications Received in the Department of Labour Library," which usually appears in this space. List No. 218 was published in February. This regular feature re-commences in the current issue with the appearance of List No. 219. — Ed.*

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The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. ATLANTIC DEVELOPMENT BOARD. *Annual Report for the Fiscal Year, 1965-66.* Ottawa, Queen's Printer, 1966. Pp. 44.

Published by authority of the Minister of Transport, Ottawa.

2. AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY. *Report and Financial Statements for Year ended 30th June, 1965.* Sydney, 1966. Pp. 83.

3. CANADA, DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1965.* Ottawa, Queen's Printer, 1966. Pp. 59.

"Prepared . . . on the basis of reports from the National Employment Service."

4. ECONOMIC COUNCIL OF CANADA. *Annual Report, Fiscal Year 1965-66.* [Ottawa, Queen's Printer, 1966] Pp. 27.

English and French text.

5. ECONOMIC COUNCIL OF CANADA. *Third Annual Review: Prices, Productivity and Employment, November 1966.* Ottawa, Queen's Printer, 1966. Pp. 276.

Contents: Canada and the world economy. Price stability and high employment: the fundamental challenge. Canadian price and cost experience in the post-war period. Policies for reasonable price stability at high employment. The performance of the economy. Economic expansion and regional development.

6. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1966.* Ottawa, 1966. Pp. 116.

7. NEWFOUNDLAND. CIVIL SERVICE COMMISSION. *Annual Report for the Fiscal Year ended March 31, 1965.* St. John's 1966. Pp. 4, [4].

Automation—Labour Aspects

8. ARONSON, ROBERT LOUIS. *Jobs, Wages, and Changing Technology: Recent Experience.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1965. Pp. v, 74.

Contents: Perspective on automation. Achieving job and income security. Skill and wage adjustments. Labor relations and adjustment to change. Some conclusions and implications.

9. CALIFORNIA. COMMISSION ON MANPOWER, AUTOMATION AND TECHNOLOGY. *Report to the Governor and the Legislature, 1964.* [San Francisco, 1966?] 1 volume (various pagings).

This is the first report of the Commission. It covers the work of the Commission during 1964 and outlines the plans for 1965.

Business

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mergers and Markets; an Economic Analysis of the First Fifteen Years under the Merger Act of 1950*, by Betty Bock. 5th ed. New York, 1966. Pp. 299.

This study examines "economic factors taken into account by the courts in appraising the competitive consequences of different forms of mergers." It covers the 15-year period between January 1, 1951 and January 1, 1966.

11. NATIONAL INDUSTRIAL CONFERENCE BOARD. *U.S. Production Abroad and the Balance of Payments: a Survey of Corporate Investment Experience*, by Judd Polk, Irene W. Meister, and Lawrence A. Veit. New York, c1966. Pp. 200.

This study of the relation between company operations and the national balance of payments was based on an examination of the corporate balance of payments of 100 manufacturing firms in the U.S.

Canadian Tax Foundation

12. CANADIAN TAX FOUNDATION. *Corporate Management Tax Conference, Toronto, 1966.* Toronto, 1966. Pp. 92.

Contents: 1966 tax changes. Tax treatment of business insurance proceeds. Review of Canada pension tax questions. Provincial taxes and non-residents. Records retention for tax purposes.

13. CANADIAN TAX FOUNDATION. *Essays in Taxation*, by A. Kenneth Eaton. Toronto, 1966. Pp. 179.

Dr. Kenneth Eaton (1894-1965), a taxation expert, spent 25 years in the federal Department of Finance, many of them as Assistant Deputy Minister and chief tax adviser to Ministers of Finance. This book contains nine essays on various aspects of taxation — federal, provincial, and municipal.

14. CANADIAN TAX FOUNDATION. *The Financing of Canadian Federation, the First Hundred Years*, by A. Milton Moore and J. Harvey Perry (1867 to 1953) and Donald I. Beach. Toronto, 1966. Pp. 148, 164.

English and French text.

Contents: Historical background, 1867-1941. The tax rental agreements, 1941-57. The tax-sharing arrangements, 1957-62. Federal-Provincial fiscal arrangements, 1962-67. Summary and prospects.

Collective Bargaining

15. BERTRAM, GORDON WILLIAM. *Consolidated Bargaining in California Construction: an Appraisal of Twenty-five Years' Experience*. Los Angeles, Institute of Industrial Relations, University of California, 1966. Pp. 259.

Partial Contents: The structure of consolidated bargaining, basic trades. Specialty trade bargaining. Concurrence in regional bargaining. The hiring hall and the new legal environment. The wage structure and its determinants. Mobility and allocation of the labor force. Wages, unemployment and productivity. Wage determination in collective bargaining.

16. CRISPO, JOHN H. G., ed. *Collective Bargaining and the Professional Employee; Conference Proceedings, December 15-17, 1965*. Toronto, Centre for Industrial Relations, University of Toronto, 1966. Pp. 122.

Contents: Collective bargaining and the professional employee. Arguments for and against collective bargaining by professionals. Current collective bargaining practices in the world of the professions. Collective bargaining and the professional employee in Quebec. Problems and pitfalls from the legal point of view. Summary.

17. DOHERTY, ROBERT EMMETT. *Labor Relations Primer; the Story of a Union-Management Agreement*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1965. Pp. 50.

In this bulletin, intended for use in introductory economics and current history courses, the author creates a fictitious company, union, individuals, and imaginary documents to show how a collective bargaining agreement is reached. There is also a sample arbitration award.

Conferences

18. CONFERENCE ON INTERNATIONAL TRADE AND CANADIAN AGRICULTURE, BANFF, ALTA., 1966. [*Report*. Ottawa, Queen's Printer, 1966] Pp. 486.

Conference sponsored by Economic Council of Canada and Agricultural Economics Research Council of Canada and held January 10-12, 1966.

Examines Canadian international policy and problems with particular reference to agricultural trade, Canadian agricultural policy, and problems related to agricultural trade policy, and other matters.

19. EUROPEAN PARLIAMENTARY AND SCIENTIFIC CONFERENCE. 2d, VIENNA, 1965. *Science and Parliament; Second Parliamentary and Scientific Conference organized jointly by the Council of Europe and the Organization for Economic Cooperation and Development, Vienna, May 23-27, 1965. Final Report presented by M. Pierre Piganiol*. Paris, Organization for Economic Co-operation and Development, 1965. Pp. 177.

Provides an account of debates and conclusions of the Conference and contains five reports on science policy of governments.

20. INTERNATIONAL MANAGEMENT SEMINAR ON THE PUBLIC EMPLOYMENT SERVICES AND MANAGEMENT, MADRID, 1965. *The Public Employment Services and Management; International Management Seminar, Madrid, 23rd-26th March 1965. Final Report*. Paris, Organization for Economic Co-operation and Development, Manpower and Social Affairs Directorate, Social Affairs Division, 1966. Pp. 160.

At head of title: International seminars 1965-1. *Supplement to the Final Report*. Pp. 295.

This management seminar was organized "to discuss management's experience and views on the function and operation of . . . the Public Employment Service." The final report contains a review of the discussions and two papers. The supplemental volume contains papers on which the discussions were based.

Economic Conditions

21. CONFERENCE ON RESEARCH IN INCOME AND WEALTH. *Output, Employment, and Productivity in the United States after 1800*. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1966. Pp. xiv, 660.

"Contains most of the papers presented at the joint sessions of the Economic History Association and the Conference on Research in Income and Wealth, held at Chapel Hill, North Carolina, in September 1963."

This volume comments on 13 papers presented at a joint meeting of the Conference on Research in Income and Wealth and the Economic History Association. The discussion of sources of output growth is divided into five sections: (1) consumption, investment, and employment, (2) output of final products, (3) minerals and fuels, (4) power and machines, and (5) sources of productivity change.

22. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Austria*. May 1966. Paris, 1966. Pp. 31.

". . . Discusses recent trends and short-term prospects for demand, output, prices and wages . . . . Considers economic policy action over the past year . . . [Analyzes] the movement towards a better balance in foreign payments and the outlook for the balance of payments in 1966."

23. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. WORKING PARTY ON COSTS OF PRODUCTION AND PRICES. *Policies for Price Stability; a Report to the Economic Policy Committee*. Paris, 1962. Pp. 47.

Economic Council of Canada

24. ANDERSON, ISABEL BEATRICE. *Internal Migration in Canada, 1921-1961*. Ottawa, Queen's Printer, 1966. Pp. 90.

Partial contents: General view of population growth and distribution. Natural increase and net migration. Internal migration and economic growth.

25. BERTRAM, GORDON WILLIAM. *The Contribution of Education to Economic Growth*. Ottawa, Queen's Printer, 1966. Pp. 150.

"This study has emphasized mainly the role of education as a factor influencing the quality of the labour force, and as a significant source of past and future productivity growth." Comparisons are made with the United States. A large number of statistical tables are included.

26. DENTON, FRANK. *An Analysis of Interregional Differences in Manpower Utilization and Earnings*. Ottawa, Queen's Printer, 1966. Pp. 65.

"This study is concerned with interregional differences in levels of income, especially earned income, and with differences in employment levels, population characteristics, composition of industry, and other factors bearing on these income differences."

Income

27. CORINA, JOHN. *Incomes Policy — Problems and Prospects*. London, Institute of Personnel Management [c1966]. Two volumes.

Contents: Pt. 1. The labour market. Pt. 2. The development of incomes policy.

Part 1 examines worker and employer organizations in Great Britain and the collective bargaining process. Part 2 examines the need for an incomes policy, the content of policy, and problems and prospects.

28. WAISGLASS, HARRY J. *Toward Equitable Income Distribution; Some Social and Economic Considerations for Union Wage Policy*. Toronto, United Steelworkers of America National Office for Canada, 1966. Pp. 54.

Contents: The challenges for collective bargaining in 1966. What do unions want? What does society want? Proposed guideposts — five principles. The U.S. wage guidelines for collective bargaining. Productivity guidelines for Canada. The Canadian-American wage parity issue.

Labour Supply

29. CALIFORNIA FARM LABOR PANEL. *Final Report*. December 1, 1965. Los Angeles [1966?] Pp. 52.

The panel was appointed by the U.S. Secretary of Labor by Secretary's Order 11-65 dated April 15, 1965.

A report on the farm labour force, both domestic and foreign, in California.

30. COMEAU, ROBERT LYONS. *Manpower Requirements in the Construction Industry in Nova Scotia*. Halifax, Economics and Research Division, Department of Labour, 1966. Pp. 88.

"This study has been financed in accordance with Schedule 10 of the Federal-Provincial Technical and Vocational Training Agreement."

Contains information about employment, wages, output and productivity with a forecast of manpower requirements in the construction industry.

31. ISRAEL. MANPOWER PLANNING AUTHORITY. *Manpower Surveys: Women in the Labour Force*. [Jerusalem] 1966. Pp. 95.

Title on first page: Manpower Research: Women in the Labour Force. March 1965.

32. KEYS, B. ALLAN. *Manpower Planning in Industry, a Case Study*, by B. A. Keys and H. H. Wright. Ottawa, Queen's Printer, 1966. Pp. 43.

English and French text.

Reports the results of a survey "undertaken during 1965 to obtain information on educational and skill requirements and manpower planning within a group of leading Canadian business firms."

33. MONTAGUE, JOHN TAIT. *The British Columbia Labour Force; a Study in Labour Market Adjustment* [by] J. T. Montague [and] J. Vanderkamp. [Vancouver] University of British Columbia, 1966. Pp. 134.

Partial Contents: Forecasting the B.C. population. Forecasts of the labour force. Labour mobility. Forecasting labour demands. Sources of increase in labour supplies. Some principles for regional manpower policy. Policy implications.

Labouring Classes

34. AANONSEN, ANTHON. *Shift Work and Health*. [Oslo] Universitetsforlaget [1964] Pp. 96.

Between 1948 and 1953 the author, a doctor, undertook some studies of health problems of shift workers in the electrochemical industry located in and around Odda on the western coast of Norway. This report includes his findings.

35. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *International Trade Secretariats*. [2d rev. ptg.] Brussels [1965] Pp. 90.

Describes the structure, objectives and activities of 17 International Trade Secretariats.

36. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First item on the agenda. Geneva, 1966. Two volumes.

At head of title: Report 1 (Part 1-2). International Labour Conference. Fiftieth session, Geneva, 1966.

Contents: Pt. 1. Industrialisation and labour. Pt. 2. Activities of the I.L.O., 1965; twentieth report of the International Labour Organisation to the United Nations.

37. JUPP, JAMES. *Australian Labour and the World*. London, Fabian Society, 1965. Pp. 32.

A brief history of the Australian Labour Party.

38. QUEBEC (PROVINCE). PUBLIC INQUIRY COMMISSION CONCERNING SUNDAY OBSERVANCE IN QUEBEC PULP & PAPER MILLS. [*Report*. Québec] 1966. Pp. [80]-145.

Bound with its French translation.

Commissioners: Richard Alleyn, Jean-Paul Geoffroy [and] Robert M. Fowler.

The Commission was set up to study the question of the necessity for Sunday work in the pulp and paper mills of Quebec.

Minimum Wage

39. KAUN, DAVID EVAN. *Economics of the Minimum Wage; the Effects of the Fair Labor Standards Act, 1945-1960*. Ann Arbor, Mich., University Microfilms, 1964.

Microfilm copy (positive) of typescript. Collation of original: x, 333p. Thesis (Ph.D.)—Stanford University, 1963.

40. U.S. CONGRESS. HOUSE COMMITTEE ON EDUCATION AND LABOR. *Fair Labor Standards Amendments of 1966; Report to accompany H.R. 13712*. Washington, GPO, 1966. Pp. 83.

89th Cong., 2d sess. House of Representatives. Report no. 1366.

This report concerns the extension of minimum wage to some employees not already covered by the Fair Labor Standard Act, and other matters.

41. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Agriculture and the Child Labor Requirements of the Fair Labor Standards Act*. 1966 ed. Washington, 1966. Pp. [4].

Pensions

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *A Study of Pension Plans in Sixty-Six Companies in Canada organized by Three Large Unions, as at June, 1964*. Ottawa, 1966. Pp. 26.

43. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE PENSION REPORTS. *Welfare and Pension Plan Statistics: Characteristics of 163,500 Plans filed as of July 1, 1965*. Washington, U.S. Dept. of Labor, Labor-Management Services Administration, 1966. Pp. 26.

Social Security

44. MURRAY, MERRILL GARVER. *Proposed Federal Unemployment Insurance Amendments*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1966. Pp. 49.

An explanation of proposed amendments to federal unemployment insurance legislation in the U.S.

45. NORWAY. NATIONAL INSURANCE INSTITU-

TION. *The Norwegian System of Social Insurance; a Survey.* Oslo, 1966. Pp. 65.

A brief outline of the various social security laws in Norway.

46. GREAT BRITAIN. REVIEW BODY ON DOCTORS' AND DENTISTS' REMUNERATION. *Seventh Report.* London, HMSO, 1966. Pp. 95.

The Review Body held meetings between October 1965 and March 1966 to receive and to hear evidence on doctors' and dentists' remuneration. This report contains recommendations for changes in fees.

47. HUGH-JONES, EDWARD MAURICE, Ed. *Wage-Structure in Theory and Practice; Three Studies* by Mark W. Leiserson, Jacques Lecaillon and Jean Marchal [and] J. R. Crossley. Amsterdam, North-Holland Publishing Co., 1966. Pp. 242.

Contents: Wage decisions and wage-structure in the United States [by] Mark W. Leiserson. Wage-structure and the theory of the distribution of income: the French pattern [by] Jacques Lecaillon and Jean Marchal. Collective bargaining, wage-structure and the labour market in the United Kingdom [by] J. R. Crossley.

48. U.S. BUREAU OF LABOR STATISTICS. [*Employee Earnings and Hours in Retail Trade, June 1965*] Washington, GPO, 1966. 7 volumes.

Contents: 1. Retail building materials, hardware, and farm equipment dealers. 2. Retail general merchandise stores. 3. Retail food stores. 4. Retail automotive dealers and in gasoline service stations. 5. Retail apparel and accessory stores. 6. Retail furniture, home furnishings, and household appliance stores. 7. Miscellaneous retail stores.

49. U.S. BUREAU OF LABOR STATISTICS. *How to establish Current Reporting of Employment, Hours, and Earnings in Developing Countries.* Washington, GPO, 1966. Pp. 150.

"Prepared for Agency for International Development."

"This manual describes the method of establishing a current reporting system based on statistics of establishments concerning the number of workers employed, hours of work, and earnings. Also included is a chapter on labour turnover statistics."

Women

50. CANADA. WOMEN'S BUREAU. *Changing Patterns in Women's Employment; Report of a Consultation held March 18, 1966, Sir Wilfrid Laurier Building, Ottawa.* Ottawa, Canada Dept. of Labour, 1966.

Miss Marion V. Royce, former Director of the Women's Bureau, was chairman of the Consultation.

"The Consultation was based on papers given by Dr. Sylvia Ostry, Assistant Director of the Labour Division of the Dominion Bureau of Statistics and Consultant to the Economic Council of Canada, and by Professor Noah Meltz of the University of Toronto at Scarborough College and the Department of Political Economy." Dr. Ostry's talk was titled, "The Female Worker: Labour Force", and Dr. Meltz's talk was titled, "The Female Worker: Occupational Trends." Questions addressed to the speakers and their replies are included.

51. CANADIAN NURSES' ASSOCIATION. *National Inventory of Nurses, Canada 1965, based on 85% Return of the Nurse Population.* Ottawa, 1966. Pp. 33.

52. NATIONAL CONFERENCE OF GOVERNOR'S COMMISSIONS ON THE STATUS OF WOMEN. 2d, WASHINGTON, D.C., 1965. *Progress and Prospects; the Report of the Second National Conference of Governors' Commissions on the Status of Women, Washington, D.C., July 28-30, 1965.* Washington, GPO, 1966. Pp. 80.

Conference co-sponsored by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women.

Over 300 participants representing 43 of the 44 Commissions on the Status of Women and about 100 invited guests and representatives of Federal agencies attended the conference.

53. U.S. WOMEN'S BUREAU. *International Co-operation Programs Advancing the Status of Women; Reports of U.S. Government Agencies.* Washington, 1966. Pp. 50.

The reports in this document were prepared for the International Co-operation Year Citizens' Committee on Women.

"Reports of United States Government agencies concerning their programs of international co-operation that advance the status of women . . . were prepared for the International Co-operation Year Citizens' Committees on Women." These reports are included in this volume.

Miscellaneous

54. LANGROD, JERZY STEFAN. *Reorganisation of Public Administration in Greece; a Report by Georges Langrod, Consultant.* [Paris] Organization for Economic Co-operation and Development [1965] Pp. 111.

55. MORRIS, J. WALKER. *Job Evaluation.* 2d ed. rev. Birmingham, Institute of Industrial Supervisors, 1966. Pp. 48.

A brief introduction to the subject.

56. ORNATI, OSCAR A. *Poverty Amid Affluence; a Report on a Research Project Carried Out at the New School for Social Research.* Prepared with the editorial assistance of J. Stouder Sweet. New York, Twentieth Century Fund, 1966. Pp. xvi, 208.

Examines the characteristics of poverty and its connection with education, housing, health, and unemployment. The concluding part of the study considers possible remedies for the problem.

57. REGIONAL SCIENCE ASSOCIATION. *Papers. Volume 15, 1965.* Edited by Morgan D. Thomas. Philadelphia, Wharton School, University of Pennsylvania, 1966. Pp. 215.

Contents: Regional systems. Regional development and planning. Spatial patterns — measurement and analysis. Decision making. Population distributions — analysis and simulation. Transportation demand relationships.

58. SHEPPARD, HAROLD L. *Civil Rights, Employment, and the Social Status of American Negroes,* by Harold L. Sheppard and Herbert E. Striner. Based on a report for the U.S. Commission on Civil Rights (Contract number CCR-66-5). Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1966. Pp. 85.

Discusses the relationship of employment, income, and family structure to civil rights and suggests research which government agencies can carry out to help Negroes.

59. SIDERS, R. A. *Computer Graphics, A Revolution in Design* [by] R. A. Siders [and others] New York, American Management, c1966. Pp. 160.

"This book was originally prepared as a research report submitted in partial fulfillment of the requirements for the Manufacturing Course at the Harvard University Graduate School of Business Administration."

"Communication with a computer has traditionally been limited to punched cards or tape and typewriter input, with some kind of printing device being the normal output . . . Computer graphics now adds the dimension of sketching and drawing for both input to and output from the computer." Partial contents: The power and potential of computer graphics.

The engineering design cycle. The evolution of computer aids to design. The role of passive computer graphics. The role of active computer graphics. Who can best use computer graphics? The economics of the computer graphics decision. Conditions for success. The impact of computer graphics on the company. A look at the future of computer graphics.

60. U.S. BUREAU OF LABOR STATISTICS. *National Emergency Disputes Under the Labor Management Relations (Taft-Hartley) Act, 1947-65*. Washington, GPO, 1966. Pp. 68.

Covers the actions of all 24 Taft-Hartley emergency boards appointed between 1947 and 1965.

Industrial Inquiry Commission

Continued from page 354

aggrieved foreman or foremen in relation to the employment conditions of other foremen in the employment of the employer or employers concerned.

(e) The cost of the arbitration will be paid by the employer or employers concerned, if the arbitration board or the arbitrator finds that the grievance of the foreman or foremen is justified, and by the foreman or foremen if the grievance is found to be without merit. However, if the arbitrator or board of arbitrators is of the opinion that, in the circumstances of the grievance and the nature of the award, the costs of the arbitration should be divided, the costs may be ordered to be paid by the parties in such proportions as the arbitrator or board of arbitrators shall decide.

(f) The award of a majority of a board of arbitrators shall be the award of the board.

(g) The award of the arbitrator or board of arbitrators shall be binding on the parties concerned, and shall be given effect by them or their representatives.

The commission also noted that any procedure adopted in a tense situation—such as the one prevailing in the industry that was the subject of the inquiry—be allowed to operate for a reasonable time to see to what extent it will remove the causes of friction and tension.

It was recommended by the commission that, "during such period, no action should be taken by either side that will rouse any new animosities or occasion any new distrust; that 12 months from the adoption of the procedure should afford sufficient time to make some real progress, and that any shorter period would be unrealistic."

The commission further recommended that, during such 12-month period, "energetic efforts be made to arrive at a satisfactory solution of some of the grievances which in the eyes of the foremen concerned are most urgently in need of attention."

It was also recommended that, during the period, no new pressures be brought to bear on the companies in respect of foremen by the union or by Local 514; and that, for at least the same period, no changes be instituted in the status or conditions of employment of foremen, except with the consent of the foremen as a group.

Finally, after discussion with the parties involved, the commission recommended that "for a period of 12 months after the adoption of the grievance procedure, no officer of the ILWU, or of the British Columbia Maritime Employers Association, shall take part in the processing of any grievance, except in a case where he personally, or the company of which he is an officer, is a party."

Office of Arbitration

Continued from page 377

"In my opinion," the arbitrator said, "a proper assessment was not made of the conductor's responsibility in the light of what was occurring in the cab just prior to the collision."

The conductor's statement had said, in part: "While the units were moving around the right-hand curve, I heard the fireman remark, 'There are the cars.' I looked across and noted [that] the engineman had his hand on the independent brake valve handle . . . I then looked on the left side of the cab . . . and when I realized our speed was not reducing I hollered to the engineman to apply the emergency brake. He replied, 'She's got everything,' and I took this to mean that it was applied." When the conductor did not feel any braking action, he knew a collision was imminent.

"It is to be remembered [that] there are seconds involved," the arbitrator said. Accepting the conductor's statement that when he called for an emergency application, the engineman had replied, "She's got everything," the conductor was justified in believing that everything had been done.

"I cannot find [anything] that would justify disciplinary action. He was alert. He called out for action by the engineman. To require more, particularly in view of the answer he received, would, in my opinion, be quite unreasonable."

For these reasons the arbitrator asked that the demerits be expunged from the conductor's work record.

Caribbean area workers coming to Canada again

Seasonal workers from the Caribbean area will be admitted to Canada again this summer to assist Ontario farmers in the growing, harvesting and canning of fruits and vegetables, according to the Department of Manpower and Immigration.

Hon. Jean Marchand recalled, in a press release issued at the end of March, that last year, as an experiment, 264 seasonal workers from Jamaica were admitted to Canada. Employers were reported well satisfied with their performance, said the Minister. He had said last year that, if the 1966 movement from Jamaica were successful, the Canadian Government would negotiate a broader agreement with other Caribbean countries interested in supplying temporary workers.

It is expected that, this year, workers will be recruited in Barbados, Trinidad and Tobago, as well as Jamaica. If the 1967 movement warrants it, and there is a continuing need for seasonal labour in 1968, a further extension of the source countries will be considered.

The main conditions that will apply to all seasonal workers from the Caribbean are:

- employers will be required to pay a minimum wage of $1.30 an hour, or the prevailing piecework rate, if higher. (Minimum wages are five cents an hour higher than last year). They will also provide a minimum average weekly salary of $50 during the employment period, and adequate accommodation;
- transportation costs, based on the economy return air fare from Kingston, Jamaica, to Toronto, will be paid by the employer. The extra fare from the more distant islands over and above the return fare, Jamaica to Toronto, will be borne either by the workers themselves or by their governments; and
- between May 1 and October 31, 1967 employers may bring in workers for periods of not less than six weeks, and not more than four calendar months. All workers will be required to leave Canada by November 1.

Labour-Management Relations

Continued from page 348

several years, the pace of technological change has increased, if anything; but unemployment has fallen to the lowest level in 10 years. In spite of an extraordinarily large increase in the labour force, we have encountered during the past year shortages in many categories of manpower. The explanation for this is quite simple. The slack in our economy has been taken up by the elimination of the over-all deficiency in the general demand for goods and services."

He underscored the idea that technology eliminates jobs, not work. We must still rebuild cities, provide sufficient housing, clean up rivers and develop many economic and social projects.

Dr. Deutsch stressed the need for labour and management to co-operate to ensure that technological change is brought about in an orderly way. He then described briefly the proposals and suggestions of the Council's declaration.

Declaration

On the subject of communications, he warned that the mere setting up of joint labour-management committees will not automatically guarantee more effective communications. Representatives from both groups must be able to deal competently and responsibly with objective information.

In summary, he invited the delegates to participate in the discussions by offering concrete suggestions and comments on the proposals at hand. "Our concern is to find improvements and new approaches that will make the institution of free collective bargaining work better, with the least amount of friction in this era of accelerating change."

The Deputy Minister of the Department of Manpower and Immigration, Tom Kent, spoke about the role of the Government in relation to manpower adjustment problems. He discussed the policies and programs through which the Government helps provide a suitable environment for the solution of problems, the services that Government can provide, the achievement of effective relationships and co-ordination of private and public measures, and the requirements of Government to change the legislative framework in which labour-management action takes place.

Mr. Kent said that "job security cannot be reduced unless we replace it effectively by greater employment security." A feeling of confidence must be present in the environment to show that the Government is not just negatively committed to fighting unemployment, but is positively committed to fostering the kind of economy in which rapid growth takes into account continuing opportunity for the individual.

About an active manpower policy, Mr. Kent said: "The need for this arises from the impact on the world of work that comes from rapid technological and economic change." The principal need, he said, is job counselling. A service for manpower information and advice is essential to guide workers in job placement or job transfer, and to foresee manpower adjustments that arise from impending industrial change.

Government Undertakings

In line with this basic task, Mr. Kent outlined four related activities the Government has undertaken:

- –an adult training and training allowance program—contained in new legislation now before Parliament;
- –assistance for workers moving away from areas of little or no prospect of adequate employment;
- –employer recruitment through an immigration program matched to manpower requirements; and
- –a stabilization program co-ordinated with other public agencies for effective manpower utilization.

The speaker cautioned against the idea that the Government should play a "big-brother" role. He said that a "big-servant" role would best accomplish the task, if management and labour groups were thought of as partners, and Government as providing important services to the partnership. One such provision is the Manpower Consultative Service, a part of which is now being developed as a specialized activity for objective research and assessment of facts related to manpower adjustments. The second service relates to training. Mr. Kent said that the federal Government will be prepared to foot the bill for teaching employees additional occupational skills. "Public financing of this kind of training seems entirely sound economics."

Mr. Kent's fourth point, concerning the legislative framework for labour-management action, was the subject of a speech delivered by Hon. Jean Marchand, Minister of Manpower and Immigration. Mr. Marchand pointed out that, because the federal Government is limited in its direct influence upon Canadian industry, the matter is more provincial than federal, although it cannot be ignored from a federal viewpoint.

The Minister said that management should give advance notice of any sizable technological innovation or other major change in production methods, and he emphasized that no flexibility would be allowed on this point. Management's notice must give specific details about who will be affected, and how. Of course, he said, there will be difficult problems of definition, but these should not deter the Government from designing such legislation.

Mr. Marchand referred to a suggestion in the Freedman Report (L.G., Jan. 1966, p. 4) that consultation must be directed to formal agreement. Management should be required to postpone a material change in working conditions until a new collective agreement is negotiated. The objective of manpower policy is to see that change occurs without hurting people, the Minister said.

The procedure must accommodate a right of appeal to an arbitrator. Consultation will lead to understanding and acceptance of a reasonable plan of manpower adjustment, but, to be meaningful, must provide for right of redress if the results of consultation are unacceptable to the workers. Government should not rush into new legislation, the Minister added, if adequate consultation develops without it.

Hon. John R. Nicholson, Minister of Labour, reminded the delegates that the Department of Labour is charged with the administration of labour legislation that is national in scope.

He said that manpower adjustments depend upon communication. "Today", he said, "most communication between labour and management is limited to the period of negotiation of a new contract . . . and there is little opportunity for meaningful communication on many issues."

The Minister then briefly described improvements in labour-management communications. In the past, employer-employee joint committees at the plant level have had limited success. In recent years, a fundamental change in emphasis stresses the concept of "labour-management" committees. A second step has been to expand field operations, and to form the Labour-Management Consultation Branch within the Department of Labour (L.G., Apr. 1966, p. 142).

Discussants

Following each of the principal speeches delivered to conference delegates, formal reply was given by selected representatives of labour or management. These discussants commented on the topics under consideration and offered suggestions for improvements or solutions to problems in manpower adjustment and communications. The chairman then opened the session to general discussion so that the delegates at large could raise or clarify issues arising from the speeches.

Productivity as a factor in incomes determination was discussed by William Dodge, Executive Vice-President of the Canadian Labour Congress. He said that

the judgment and economic strength of groups participating in collective bargaining will have to continue to serve as the key factor in decision-making until complete and accurate data on productivity is made available. No single group in the community is responsible for productivity gains, he said, and no single group must be permitted to establish a disproportionate claim to its proceeds.

Larry Sefton, director of District 6, United Steelworkers of America, welcomed the ECC's *A Declaration on Manpower Adjustments to Technological and Other Change* (L.G., Apr., p. 234), "because it clearly states that Canada has a manpower problem." He used the example of the closing of a Toronto company "to point out the flaw in the 'labour-management co-operation' concept of handling manpower displacement and replacement policies when management will not co-operate." To meet the problem, he urged that a fully integrated and portable public social security system be initiated by the Government. He called also for some type of obligation and responsibility to be placed on management in order to establish an effective program to cope with automation and technological change.

Some delegates spoke about their attitudes toward, and experiences with the labour-management consultation groups, which are encouraged by the Canada Department of Labour. Although some delegates attested to effective communications in many areas such as health or safety standards in the industry, others criticized the groups for being ineffective in dealing with conflicts connected with collective bargaining. Ken DeWitt, of the Labour-Management Consultation Branch of the Department, explained that the committees were not structured to deal with such matters, but that each committee is free to design its own terms of consultation.

Reports of the working groups given at the final plenary session indicated that most delegates agreed with the general theme of the topics discussed during the conference. One representative reported that his working group discussed the use of legislative compulsion in adjusting to technological change.

The consensus indicated that there will be opposition to such action unless it were absolutely necessary. All agreed that prenotification of impending or proposed change must be required, although several felt that a three-month warning is too short a period. Delegates stressed that there must be sincere interest in joint labour-management committees if they are to succeed, and that they must not be confused with negotiating committees.

Dr. Deutsch concluded the discussion by repeating that it was not the objective of the conference to come to a resolution. He reiterated that the solutions to problems connected with technological change and labour-management communications must be approached by rational discussion, not by power plays. The next step, he stated, is to gather together all material collected at the conference, summarize it, and use it as a basis for the solution of social problems and for the achievement of Canada's economic and social goals.

The Economic Council of Canada issued two booklets prior to the Ottawa conference. The first, *A Declaration on Manpower Adjustments to Technological and Other Change*, contains recommendations for a range of adjustment methods and procedures that have been successfully tested in many situations dealing with change.

The second booklet, *Toward Better Communication Between Labour and Management*, sets out a number of principles that should be accepted by labour and management if they are to achieve better relations. The Council claims that improvements in consultation and co-operation could be made if the two parties would enlarge their understanding of each other, and reduce unnecessary industrial strife. Although there is a natural conflict of interests between labour and management in bargaining over wages, it is the purpose of collective bargaining to resolve this issue, the authors point out.

Good communications helps to promote interest and participation among employees. Traditionally, the channel of communications was regarded as a management function, operating through the "line" system of command. Today, however, joint consultation committees are a better device for promoting effective communication and consultation at the plant level.

The Council warns that the mere establishment of joint committees will not automatically ensure better communications. The prerequisite is a two-way feedback system that keeps both labour and management fully informed of each other's interests and problems. Union representatives must report back to the workers on management plans and policies; management representatives must keep the union representatives continuously informed on their plans and policies; and union representatives must keep management informed of employee reaction.

The Council admits its awareness of the fact that continuing consultation and communication poses a great challenge, and presents serious difficulties for both labour and management. But it contends that the system would bring great benefits to both groups, as well as to the economy as a whole.

B.C. Legislature considers consumer protection

Protection of the consumer is the intent of certain legislation that is in passage through the British Columbia Legislature. The legislation will require uniform disclosure of interest charges in borrowing and buying on credit. It will provide a "cooling-off" period of three days on certain door-to-door sales, and will also give the courts more power to grant relief from contracts.

The section of the measure on disclosures of interest rates will apply to mortgages as well as to purchases on credit. "The new law," says Attorney-General Bonner, "will make credit, as a commodity, readily comparable anywhere in the province, because borrowers and credit buyers will be able to compare costs in both actual amounts and nominal annual interest rates."

Mr. Bonner said that although the practical value of these provisions might be debatable, they would at least give fair warning to those seeking credit.

The legislation is also intended to give more protection with reference to high-pressure, door-to-door sales. It will enable a buyer to cancel a sales contract within three days after the sale is made. The sale may also be rescinded within a year if the merchandise sold is not delivered within 30 days of the promised date. The period during which sales may be cancelled applies only to what is known as executory contracts that is, agreements regarding goods or services not delivered or paid for in full at the time the contract is made.

Exemptions under the bill are: wholesale purchases made for or by a business; purchases not made in person; and sales of foodstuffs and other perishable goods.

The courts will be given the power to intervene in cases where the cost of the transaction is deemed excessive and the transaction is "harsh and unconscionable."

The maximum penalty under the new legislation is a fine of $2,000 or a jail term of one year for individuals, and a fine of $25,000 for corporations.

Statistics Section

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A—Labour Force

TABLE A-1—Regional Distribution, Week Ended March 18, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			000's			
THE LABOUR FORCE	7,489	604	2,137	2,767	1,238	743
Men	5,175	424	1,497	1,887	852	515
Women	2,314	180	640	880	386	228
14-19 years	721	67	215	232	133	74
20-24 years	1,046	102	350	343	160	91
25-44 years	3,245	231	936	1,242	517	319
45-64 years	2,262	189	578	867	389	239
65 years and over	215	15	58	83	39	20
EMPLOYED	7,089	540	1,984	2,660	1,204	701
Men	4,845	367	1,367	1,805	823	483
Women	2,244	173	617	855	381	218
Agriculture	461	23	89	118	205	26
Non-agriculture	6,628	517	1,895	2,542	999	675
Paid workers	6,110	470	1,724	2,373	930	613
Men	4,057	315	1,165	1,577	584	416
Women	2,053	155	559	796	346	197
UNEMPLOYED	400	64	153	107	34	42
Men	330	57	130	82	29	32
Women	70	*	23	25	*	10
PERSONS NOT IN LABOUR FORCE	6,259	698	1,834	2,106	1,020	601
Men	1,638	221	460	516	289	152
Women	4,621	477	1,374	1,590	731	449

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended March 18, 1967

			20-64 years				
			Men		Women		
	Total	14-19 Years All Persons	Married	Other	Married	Other	65 Years and Over All Persons
				000's			
POPULATION 14 YEARS OF AGE AND OVER*	13,748	2,276	3,915	1,058	4,007	1,029	1,463
LABOUR FORCE	7,489	721	3,738	867	1,211	737	215
Employed	7,089	649	3,562	776	1,183	716	203
Unemployed	400	72	176	91	28	21	12
NOT IN LABOUR FORCE	6,259	1,555	177	191	2,796	292	1,248
PARTICIPATION RATE†							
1967 March 18	54.5	31.7	95.5	81.9	30.2	71.6	14.7
February 18	53.8	29.3	95.5	81.8	29.4	71.5	14.2
UNEMPLOYMENT RATE‡							
1967 March 18	5.3	10.0	4.7	10.5	2.3	2.8	5.6
February 18	5.4	11.3	4.7	9.8	2.3	2.7	6.2

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended March 18, 1967

	March 1967	February 1967	March 1966
		000's	
TOTAL UNEMPLOYED	400	396	341
On temporary layoff up to 30 days	38	37	26
Without work and seeking work	362	359	315
SEEKING:			
Full-time work	345	344	299
Part-time work	17	15	16
Under 1 month	91	96	68
1 - 3 months	159	177	140
4 - 6 months	81	57	83
More than 6 months	31	29	24

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals**
	Monthly Totals									
	$ Millions									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—December	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	220.0	40.8	234.3	41.9	345.6	734.7	100.7	2,482.9
August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November*	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December†	63.9	679.7	215.9	34.4	181.0	42.2	370.1	787.0	101.7	2,491.9
	Seasonally Adjusted									
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—December	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May	60.9	664.2	204.0	37.1	203.1	39.6	338.0	738.1	99.7	2,405.8
June	61.3	668.2	207.9	29.3	207.1	40.1	342.1	747.5	100.1	2,424.9
July	57.3	678.0	212.8	34.5	205.0	40.7	345.1	752.1	100.4	2,447.7
August	61.4	682.2	194.1	35.7	202.8	40.0	346.6	775.5	100.6	2,460.7
September	62.6	686.7	214.8	34.6	203.1	41.1	349.0	774.0	102.0	2,488.8
October	62.5	693.4	225.2	33.0	208.2	42.1	352.9	778.3	101.5	2,519.2
November*	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December†	64.8	694.1	222.7	37.8	214.4	42.7	358.6	790.9	101.9	2,549.7

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 1966, employers in the principal non-agricultural industries reported a total employment of 3,644,590. At November 1966, total employment was reported at 3,634,-921. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

Due to a speed-up in the processing of data at the Dominion Bureau of Statistics, this issue carries C Tables covering both October and November.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1961	100.0	100.0	78.24	100.0	100.0	81.55
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1965—November	118.7	119.4	93.44	120.6	119.5	97.42
December	115.9	116.3	91.00	118.5	116.6	95.07
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October*	124.2	127.1	99.43	126.0	126.3	102.86
November†	123.7	126.4	98.92	125.1	126.3	102.97

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Oct. 1966	*Sept. 1966*	*Oct. 1965*	*Oct. 1966*	*Sept. 1966*	*Oct. 1965*
	(*1961 = 100*)			$	$	$
REGION AND PROVINCE						
Atlantic Region	121.5	123.1	118.5	80.48	80.15	76.19
Newfoundland	133.9	138.8	132.3	87.05	86.24	80.81
Prince Edward Island	137.4	134.4	127.0	65.26	66.35	62.58
Nova Scotia	116.9	117.1	113.2	78.47	77.86	74.56
New Brunswick	117.5	119.1	115.1	79.75	79.76	76.13
Quebec	122.0	122.4	117.1	98.15	96.98	91.63
Ontario	126.4	126.7	120.5	102.54	101.30	96.72
Prairie Region	119.7	120.4	113.4	93.28	92.85	88.72
Manitoba	114.6	114.0	108.9	87.27	87.19	83.93
Saskatchewan	120.1	121.6	115.8	92.42	92.24	87.83
Alberta	123.9	125.4	116.3	98.40	97.52	92.93
British Columbia	128.8	130.6	123.0	110.28	109.50	104.27
CANADA	124.1	124.7	118.6	99.37	98.36	93.56
URBAN AREAS						
St. John's	147.2	148.6	137.8	77.76	77.41	71.74
Halifax	111.5	111.1	110.9	80.12	80.12	76.34
Sydney	103.1	104.6	101.9	93.06	90.62	88.10
Moncton	120.3	116.8	118.0	74.05	75.94	70.31
Saint John	106.5	105.8	104.1	79.32	79.61	76.93
Chicoutimi	114.4	113.5	106.6	117.65	114.22	107.62
Montreal	123.8	123.8	118.2	99.51	98.32	93.23
Quebec	118.7	119.9	115.3	85.25	83.33	80.35
Shawinigan	108.6	111.4	105.8	103.85	101.63	95.52
Sherbrooke	122.6	123.0	120.0	83.42	83.72	79.31
Trois-Rivières	118.9	122.2	114.6	93.59	92.18	83.94
Ottawa-Hull	120.8	119.8	114.1	92.06	91.24	86.31
Belleville	116.0	117.7	110.4	86.94	86.34	83.01
Brampton	240.5	233.2	212.4	106.48	104.36	97.29
Brantford	137.8	135.3	130.6	95.05	93.39	90.67
Fort William-Port Arthur	129.6	130.6	122.6	100.02	99.06	95.14
Guelph	134.5	134.1	127.7	92.16	92.15	86.76
Hamilton	126.2	127.6	122.7	106.23	104.25	100.69
Kingston	125.5	122.1	123.9	97.67	95.80	90.94
Kitchener	145.8	144.0	134.6	89.62	90.32	85.53
London	126.9	127.2	122.9	94.70	92.19	80.01
Niagara Falls	115.6	123.3	110.7	97.53	93.49	92.89
Oshawa	140.6	139.9	156.7	120.47	119.32	119.08
Peterborough	136.1	136.2	127.4	105.79	104.41	101.10
Sarnia	127.8	127.6	114.5	131.58	131.58	117.49
Sault Ste. Marie	124.7	127.4	117.7	116.42	114.38	111.18
Sudbury	103.1	101.2	102.0	114.75	110.26	104.63
St. Catharines	143.9	146.2	138.8	109.56	105.66	105.55
Timmins	96.4	98.6	93.4	103.38	103.63	84.70
Toronto	126.6	125.9	120.2	103.11	102.39	96.84
Welland	114.6	115.4	112.8	118.22	116.33	109.52
Windsor	154.4	155.6	142.0	116.58	114.87	111.07
Winnipeg	117.2	115.8	110.3	82.65	82.52	80.65
Regina	121.2	121.5	119.5	90.14	89.15	85.69
Saskatoon	132.1	132.7	121.4	83.75	82.30	80.09
Calgary	132.0	131.7	120.0	96.54	95.56	91.69
Edmonton	128.3	128.5	122.5	91.88	91.08	86.46
Vancouver	125.1	126.3	121.4	105.69	104.30	100.40
Victoria	124.5	125.5	122.4	91.14	90.43	89.97

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Nov. 1966	*Oct. 1966*	*Nov. 1965*	*Nov. 1966*	*Oct. 1966*	*Nov. 1965*
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	119.6	121.6	117.1	81.07	80.55	76.16
Newfoundland	129.0	134.4	127.1	87.52	87.06	80.71
Prince Edward Island	134.0	139.5	124.8	64.99	64.51	61.19
Nova Scotia	115.9	117.0	112.5	79.23	78.70	75.22
New Brunswick	116.7	117.3	115.6	80.42	79.77	75.57
Quebec	121.5	122.0	117.4	97.79	98.20	91.49
Ontario	126.8	126.6	121.0	102.05	102.62	96.87
Prairie Region	119.1	119.7	113.1	92.42	93.32	87.55
Manitoba	113.9	114.7	108.4	86.80	87.25	83.26
Saskatchewan	119.9	120.7	115.4	91.65	92.41	86.65
Alberta	123.1	123.6	116.1	97.20	98.53	91.34
British Columbia	127.3	128.8	122.5	109.22	110.22	104.16
CANADA	123.7	124.2	118.7	98.92	99.43	93.44
URBAN AREAS						
St. John's	143.3	147.2	138.6	78.46	77.65	71.03
Halifax	113.2	111.5	113.5	80.02	80.19	78.53
Sydney	102.7	103.1	101.0	93.66	93.06	88.21
Moncton	125.0	120.1	124.4	74.31	73.90	69.20
Saint John	106.2	106.2	105.2	79.40	79.50	76.06
Chicoutimi	113.4	114.4	107.3	119.03	117.59	110.56
Montreal	123.9	123.9	119.0	98.87	99.56	92.66
Quebec	118.4	118.6	116.0	84.22	84.47	80.22
Shawinigan	109.4	108.6	105.0	103.87	103.85	98.55
Sherbrooke	121.1	122.2	121.4	83.30	84.05	79.51
Trois-Rivières	119.1	118.9	114.5	95.41	93.56	85.25
Ottawa-Hull	121.0	120.7	114.0	91.26	91.78	86.17
Belleville	118.3	115.8	111.7	87.26	87.24	82.41
Brampton	246.0	240.3	215.4	103.08	106.52	95.08
Brantford	139.0	138.6	129.7	93.92	94.85	90.06
Fort William-Port Arthur	129.8	129.8	124.1	99.62	99.81	94.32
Guelph	135.5	134.9	127.9	92.13	92.25	86.39
Hamilton	126.3	126.2	123.9	104.84	105.67	100.32
Kingston	125.4	125.8	123.6	96.23	97.60	90.74
Kitchener	146.7	146.3	135.7	89.29	89.64	85.53
London	125.7	127.4	122.8	93.96	94.65	87.32
Niagara Falls	111.0	115.1	103.3	99.38	97.59	94.94
Oshawa	139.8	140.6	158.0	117.57	120.43	123.97
Peterborough	135.7	136.1	127.9	104.68	105.79	100.34
Sarnia	130.6	127.5	117.2	133.97	131.79	117.94
Sault Ste. Marie	123.7	125.2	118.3	116.59	116.11	111.57
Sudbury	104.5	103.5	102.6	116.95	114.71	103.72
St. Catharines	145.7	143.5	137.6	108.28	109.64	109.18
Timmins	96.9	96.4	92.2	102.72	103.38	86.08
Toronto	127.3	126.9	120.9	102.72	103.39	96.63
Welland	113.7	115.4	111.7	118.88	118.56	110.01
Windsor	154.6	154.5	144.2	115.27	116.59	111.38
Winnipeg	117.8	117.8	110.7	82.02	82.68	79.93
Regina	121.7	121.4	120.8	88.79	90.19	84.69
Saskatoon	135.0	134.2	121.4	82.99	84.04	78.22
Calgary	130.7	131.7	119.1	95.82	97.76	90.87
Edmonton	128.6	127.8	122.7	90.71	91.80	84.66
Vancouver	124.3	125.1	122.3	104.73	105.72	100.90
Victoria	126.2	124.5	123.4	91.13	90.95	89.24

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3 (Formerly C-2a)—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					000's						
CANADA											
Oct. 1966†	81.3	116.4	1,653.9	843.7	810.2	412.4	656.4	927.7	246.7	550.0	4,644.7
Sept. 1966*	84.4	117.4	1,665.2	855.5	809.8	414.8	664.8	919.9	246.4	558.5	4,671.4
Oct. 1965	80.6	115.7	1,579.1	813.3	765.8	401.7	632.9	890.6	238.1	511.2	4,450.1
NEWFOUNDLAND											
Oct. 1966†	4.0	6.0	12.8	10.4	2.4	12.0	16.1	16.2	1.6	6.6	75.3
Sept. 1966*	4.8	6.0	13.2	10.9	2.3	12.6	16.9	16.4	1.6	6.7	78.0
Oct. 1965	5.4	6.1	12.8	9.9	2.9	11.6	15.4	15.9	1.5	5.5	74.2
PRINCE EDWARD ISLAND											
Oct. 1966†	0.1	0.1	2.9	2.3	0.5	2.1	3.3	4.0	0.6	1.7	14.7
Sept. 1966*	0.1	0.1	2.8	2.3	0.5	2.1	3.1	3.8	0.6	1.8	14.5
Oct. 1965	0.3	0.1	2.8	2.3	0.5	1.9	2.6	4.0	0.6	1.6	13.7
NOVA SCOTIA											
Oct. 1966†	2.5	7.6	34.5	17.8	16.7	15.0	22.5	28.3	5.9	12.4	128.6
Sept. 1966*	2.8	7.6	34.5	17.7	16.8	14.4	22.5	27.9	5.8	13.3	128.8
Oct. 1965	2.6	8.1	34.0	17.5	16.5	13.5	22.1	27.7	5.7	11.6	125.3
NEW BRUNSWICK											
Oct. 1966†	9.0	2.5	25.7	16.8	9.0	11.0	22.1	23.0	4.1	9.8	107.3
Sept. 1966*	9.3	2.8	26.9	17.7	9.1	11.1	22.5	22.2	4.1	10.3	109.2
Oct. 1965	8.6	2.5	25.4	16.6	8.9	12.6	21.0	22.9	4.1	9.2	106.1
QUEBEC											
Oct. 1966†	29.0	26.6	516.1	319.2	196.8	111.7	177.5	237.6	70.6	146.1	1,315.0
Sept. 1966*	29.1	27.0	517.5	319.3	198.1	112.5	180.8	235.0	70.1	147.1	1,319.2
Oct. 1965	25.7	26.2	493.2	309.3	183.9	114.6	171.2	228.6	69.0	138.9	1,267.5
ONTARIO											
Oct. 1966†	13.0	33.4	823.0	362.7	460.3	151.2	215.8	362.4	106.3	218.3	1,923.3
Sept. 1966*	13.2	33.3	829.1	371.1	458.0	151.3	218.5	359.5	106.3	221.8	1,933.0
Oct. 1965	13.0	34.0	783.1	348.7	434.4	143.0	209.1	347.4	102.7	204.0	1,836.3
MANITOBA											
Oct. 1966†	1.7	5.4	47.7	28.6	19.1	15.4	46.5	51.2	11.9	28.0	207.9
Sept. 1966*	1.6	5.5	46.5	27.8	18.7	16.2	47.0	51.0	12.0	27.9	207.7
Oct. 1965	1.3	5.3	46.2	27.8	18.3	15.8	46.5	47.1	11.7	25.7	199.5
SASKATCHEWAN											
Oct. 1966†	0.2	5.1	15.1	9.8	5.3	16.7	27.3	37.7	7.8	16.8	126.7
Sept. 1966*	0.2	5.1	15.4	10.0	5.4	17.1	27.4	37.3	7.9	16.7	127.2
Oct. 1965	0.2	5.2	14.5	9.5	5.0	16.3	26.2	35.6	7.3	15.6	120.8
ALBERTA											
Oct. 1966†	2.4	18.0	51.6	27.0	24.6	37.2	48.9	73.9	14.5	43.5	290.1
Sept. 1966*	2.3	17.9	50.7	26.5	24.2	38.2	50.2	73.2	14.5	44.8	291.7
Oct. 1965	2.4	17.6	46.4	26.2	20.2	35.5	48.1	70.0	13.7	39.0	272.8
BRITISH COLUMBIA											
Oct. 1966†	19.3	9.7	124.6	49.2	75.5	39.3	75.1	93.1	23.4	65.8	450.4
Sept. 1966*	21.1	10.0	128.7	52.2	76.5	38.5	74.3	93.1	23.4	67.3	456.5
Oct. 1965	21.2	8.8	120.7	45.5	75.2	36.7	69.6	91.2	22.0	59.0	429.1

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding.

SOURCE: *Estimates of Employees by Province and Industry*. DBS.

TABLE C-3 (Formerly C-2a)—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
						000's					
CANADA											
Nov. 1966†	80.7	116.7	1,645.4	834.6	810.8	390.8	649.6	951.1	247.6	547.4	4,629.4
Oct. 1966*	82.4	116.6	1,657.2	845.8	811.4	412.7	655.5	932.9	247.0	553.9	4,658.1
Nov. 1965	79.8	115.9	1,576.6	808.4	768.2	377.1	631.7	908.8	239.1	506.5	4,435.5
NEWFOUNDLAND											
Nov. 1966†	4.0	5.9	12.1	9.9	2.2	11.5	15.0	15.9	1.6	6.6	72.7
Oct. 1966*	4.1	6.0	12.9	10.5	2.4	12.3	15.8	16.2	1.6	6.8	75.7
Nov. 1965	4.9	6.3	11.8	9.0	2.8	10.9	14.9	15.5	1.5	5.5	71.3
PRINCE EDWARD ISLAND											
Nov. 1966†	0.1	0.1	2.8	2.3	0.5	1.9	3.1	3.9	0.6	1.6	14.1
Oct. 1966*	0.1	0.1	3.0	2.5	0.5	2.1	3.3	4.1	0.6	1.7	15.0
Nov. 1965	0.2	—	2.4	1.8	0.5	1.7	2.8	3.8	0.6	1.4	12.9
NOVA SCOTIA											
Nov. 1966†	2.3	7.5	33.5	17.2	16.3	14.7	20.9	29.6	6.0	12.3	126.9
Oct. 1966*	2.6	7.5	34.5	17.9	16.6	15.0	22.6	28.8	6.0	12.7	129.6
Nov. 1965	2.6	8.2	33.0	16.9	16.1	12.7	21.9	28.6	5.7	11.1	123.8
NEW BRUNSWICK											
Nov. 1966†	9.1	2.3	25.4	16.4	9.0	11.4	21.4	24.4	4.1	9.5	107.7
Oct. 1966*	9.1	2.5	25.7	16.8	8.9	11.6	22.1	23.3	4.1	9.9	108.2
Nov. 1965	8.3	2.3	24.6	16.0	8.7	12.0	21.7	24.1	4.0	8.5	105.6
QUEBEC											
Nov. 1966†	29.9	26.4	509.6	313.3	196.4	106.2	178.0	241.4	71.1	146.9	1,309.4
Oct. 1966*	29.6	26.5	515.4	319.4	196.0	111.8	178.2	238.2	70.7	148.0	1,318.4
Nov. 1965	26.1	25.8	491.8	307.3	184.5	109.8	172.6	233.8	69.1	137.6	1,266.5
ONTARIO											
Nov. 1966†	13.1	33.6	823.8	363.0	460.8	144.9	214.2	373.5	106.8	215.9	1,925.8
Oct. 1966*	13.2	33.4	825.7	364.5	461.2	150.9	214.5	364.5	106.6	219.3	1,928.2
Nov. 1965	13.1	33.9	786.3	349.5	436.8	135.3	208.4	354.3	103.2	202.7	1,837.0
MANITOBA											
Nov. 1966†	1.2	5.6	47.3	27.9	19.3	13.8	46.3	52.8	11.9	27.7	206.6
Oct. 1966*	1.7	5.4	47.6	28.4	19.2	15.6	46.3	51.9	11.9	28.0	208.4
Nov. 1965	1.2	5.3	45.8	27.5	18.4	13.3	45.7	48.1	11.6	25.5	196.5
SASKATCHEWAN											
Nov. 1966†	0.2	5.1	14.8	9.8	5.0	14.8	27.1	38.0	7.8	16.8	124.6
Oct. 1966*	0.2	5.1	14.9	9.7	5.2	16.7	27.4	37.7	7.8	17.0	126.8
Nov. 1965	0.2	5.3	14.6	9.5	5.1	14.2	26.1	36.4	7.3	15.4	119.5
ALBERTA											
Nov. 1966†	2.3	18.4	53.8	27.0	26.8	33.8	48.7	75.2	14.5	44.0	290.7
Oct. 1966*	2.4	18.3	52.6	27.1	25.5	37.0	49.0	73.9	14.5	43.4	291.1
Nov. 1965	2.3	18.2	47.2	26.2	21.0	31.7	47.4	71.0	13.9	39.2	270.9
BRITISH COLUMBIA											
Nov. 1966†	18.5	9.7	122.4	47.9	74.5	37.3	73.9	96.1	23.3	64.9	446.2
Oct. 1966*	19.4	9.8	124.9	48.9	75.9	39.0	75.0	94.1	23.3	66.2	451.6
Nov. 1965	21.0	8.8	119.2	44.7	74.4	35.0	69.6	92.8	22.3	58.5	427.1

*Revised †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding.

SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4 (Formerly C-3)—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Oct. 1966	*Sept. 1966*	*Oct. 1965*	*Oct. 1966*	*Sept. 1966*	*Oct. 1965*
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	106.7	107.6	105.9	122.39	121.10	115.65
Metals	102.5	103.1	103.7	122.69	121.45	114.85
Mineral fuels	100.4	100.5	100.6	127.46	126.26	119.15
Non-metals except fuels	111.9	115.4	106.4	113.94	110.11	108.16
Quarries and sand pits	135.6	137.5	128.9	109.91	109.56	103.66
Service incidental to mining	131.4	132.6	122.7	126.75	127.86	127.37
MANUFACTURING	125.8	126.8	120.6	102.94	101.78	97.10
Durable goods	137.1	137.2	130.5	111.52	110.39	105.75
Non-durable goods	116.7	118.4	112.7	94.68	93.69	89.07
Food and beverages	113.7	119.7	110.7	87.88	85.69	84.15
Foods	114.1	120.8	111.7	84.78	82.66	81.09
Beverages	111.3	112.6	104.3	107.68	105.88	104.48
Tobacco processing and products	91.5	91.5	90.8	104.90	105.89	96.72
Rubber products	127.7	122.9	121.6	104.29	105.90	101.69
Leather products	103.0	105.3	102.4	67.23	67.88	63.55
Textile products	122.6	120.9	131.8	84.68	83.85	78.79
Knitting mills	117.1	116.7	115.5	65.74	65.06	62.08
Clothing	115.9	117.2	114.9	63.54	63.01	59.99
Wood products	111.4	114.4	116.0	90.56	90.63	85.03
Furniture and fixtures	136.2	135.6	128.4	84.89	84.43	80.99
Paper and allied industries	119.2	120.5	113.8	120.73	120.69	112.66
Printing, publishing and allied industries	112.6	111.8	107.3	108.85	108.66	104.19
Primary metal industries	126.1	128.4	121.4	125.08	122.26	117.07
Metal fabricating industries	138.9	138.2	131.4	109.17	109.62	102.85
Machinery, except electrical	149.1	148.0	140.0	118.01	116.64	111.40
Transportation equipment	153.8	151.2	144.6	122.66	121.06	118.00
Electrical products	148.0	146.9	131.9	105.65	104.78	102.00
Non-metallic mineral products	125.1	127.4	127.2	110.72	109.16	105.02
Petroleum and coal products	100.4	101.5	92.2	151.71	150.28	138.57
Chemicals and chemical products	118.0	118.1	112.7	117.51	116.33	109.48
Miscellaneous manufacturing industries	137.9	137.5	126.0	88.53	87.64	83.05
CONSTRUCTION	147.1	147.6	138.5	129.53	126.49	115.29
Building	143.1	141.5	136.0	125.21	121.07	112.44
Engineering	154.9	159.4	143.5	137.27	135.80	120.59
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.0	110.4	106.2	107.99	106.52	101.53
Transportation	104.9	106.5	103.9	108.24	106.84	100.94
Storage	117.8	117.0	112.1	95.64	92.75	89.26
Communication	116.9	118.2	110.5	100.82	99.43	98.19
TRADE	124.6	122.9	118.4	77.44	77.35	73.94
Wholesale trade	120.1	119.6	114.9	96.57	96.17	91.91
Retail trade	127.1	124.7	120.3	67.18	67.12	64.42
FINANCE, INSURANCE AND REAL ESTATE	121.7	121.5	118.0	93.93	93.70	89.26
Financial institutions	125.6	125.2	122.0	91.14	91.26	86.51
Insurance and real estate	116.2	116.4	112.4	98.16	97.40	93.43
SERVICE	143.7	145.5	129.3	71.79	70.58	67.47
Recreational services	133.5	134.3	117.0	61.10	60.06	58.21
Business services	163.0	163.9	143.9	109.75	108.26	102.83
Personal services	133.6	137.1	122.5	53.96	53.42	51.18
Miscellaneous services	159.6	157.4	141.1	77.87	76.08	74.13
Service to buildings and dwellings	191.4	190.2	175.8	52.12	51.18	55.30
INDUSTRIAL COMPOSITE	124.1	124.7	118.6	99.37	98.36	93.56

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries.* DBS.

TABLE C-4 (Formerly C-3)—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	Nov. 1966	*Oct. 1966*	*Nov. 1965*	*Nov. 1966*	*Oct. 1966*	*Nov. 1965*
		(*1961 = 100*)		$	$	$
MINING, INCLUDING MILLING	106.9	106.6	106.5	123.52	122.58	115.91
Metals	103.4	102.3	104.4	124.29	122.77	115.35
Mineral fuels	101.2	100.5	101.1	128.12	127.58	118.75
Non-metals except fuels	109.1	111.5	103.1	115.39	114.18	109.81
Quarries and sand pits	129.8	136.3	125.2	108.69	110.83	100.70
Service incidental to mining	131.3	131.1	130.2	126.32	127.25	126.42
MANUFACTURING	125.1	126.0	120.6	102.97	102.86	97.42
Durable goods	137.0	137.2	131.3	111.38	111.63	106.12
Non-durable goods	115.6	117.0	112.0	94.99	94.61	89.24
Food and beverages	110.9	114.7	107.4	88.69	87.63	84.53
Foods	111.1	115.2	107.8	85.48	84.53	81.51
Beverages	109.7	111.2	105.5	108.93	107.61	103.62
Tobacco processing and products	114.5	91.5	113.8	95.81	105.05	89.60
Rubber products	126.0	127.7	122.1	104.83	104.29	100.37
Leather products	102.6	102.9	103.3	68.76	66.89	65.01
Textile products	121.6	122.8	121.3	84.87	84.87	78.97
Knitting mills	115.8	117.2	116.6	66.24	65.69	62.06
Clothing	113.2	115.7	113.2	62.19	63.41	58.63
Wood products	109.4	110.7	114.8	91.62	90.92	85.39
Furniture and fixtures	135.7	136.4	128.9	85.13	85.20	80.37
Paper and allied industries	118.3	119.2	112.8	121.77	120.81	113.48
Printing, publishing and allied industries	112.9	112.6	108.6	108.55	109.27	104.69
Primary metal industries	124.9	125.8	121.8	124.17	124.81	116.80
Metal fabricating industries	136.9	139.1	131.9	109.51	109.57	102.49
Machinery, except electrical	150.6	149.7	141.3	117.19	117.93	110.99
Transportation equipment	155.9	153.6	147.8	122.08	122.84	120.51
Electrical products	149.3	148.5	132.6	106.00	105.75	101.93
Non-metallic mineral products	124.0	125.3	126.8	109.23	110.56	103.80
Petroleum and coal products	99.8	100.4	90.7	151.05	151.71	140.20
Chemicals and chemical products	117.2	117.4	112.1	117.92	117.52	109.58
Miscellaneous manufacturing industries	137.2	138.4	126.2	88.63	88.30	83.82
CONSTRUCTION	140.3	147.3	131.5	127.19	129.75	114.02
Building	139.4	143.0	132.4	123.84	125.69	112.40
Engineering	142.1	155.6	129.8	133.58	137.00	117.26
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.2	109.0	106.1	106.90	108.15	101.56
Transportation	104.7	105.8	103.8	106.30	108.26	100.78
Storage	117.1	117.9	112.7	96.40	95.80	89.85
Communication	117.3	116.8	111.0	101.07	101.22	97.99
TRADE	128.5	124.9	122.0	76.98	77.62	73.60
Wholesale trade	120.2	120.6	114.9	97.36	97.01	92.48
Retail trade	133.2	127.4	125.9	66.56	67.21	64.04
FINANCE, INSURANCE AND REAL ESTATE	122.1	121.7	118.4	94.37	93.90	89.74
Financial institutions	126.0	125.7	122.5	91.84	91.09	87.26
Insurance and real estate	116.7	116.1	112.7	98.22	98.20	93.50
SERVICE	142.4	143.6	129.1	71.90	71.55	67.46
Recreational services	129.8	132.5	116.3	61.15	60.87	57.97
Business services	163.3	162.9	144.7	109.89	109.87	102.83
Personal services	131.7	133.9	121.9	54.21	53.93	51.43
Miscellaneous services	160.0	159.2	141.1	76.57	76.62	72.76
Services to buildings and dwellings	192.4	191.0	173.9	52.68	52.37	48.62
INDUSTRIAL COMPOSITE	123.7	124.2	118.7	98.92	99.43	93.44

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1966	Sept. 1966	Oct. 1965	Oct. 1966	Sept. 1966	Oct. 1965	Oct. 1966	Sept. 1966	Oct. 1965
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.6	42.5	43.3	2.66	2.64	2.49	113.42	112.28	107.72
Metals	41.4	41.4	42.0	2.80	2.78	2.59	116.09	115.00	108.94
Mineral fuels	43.9	43.9	44.0	2.28	2.27	2.19	100.14	99.61	96.07
Non-metals, except fuels	43.3	42.1	43.1	2.52	2.49	2.40	109.32	104.92	103.29
Quarries and sand pits	52.0	51.6	51.7	2.09	2.10	1.97	108.75	108.24	101.83
Services incidental to mining	42.6	43.4	47.1	2.87	2.86	2.66	122.27	124.03	125.35
MANUFACTURING	41.3	41.2	41.6	2.29	2.27	2.15	94.54	93.65	89.53
Durable goods	42.0	41.8	42.3	2.48	2.47	2.35	104.40	103.41	99.19
Non-durable goods	40.5	40.6	40.9	2.09	2.07	1.95	84.69	84.02	79.96
Food and beverages	40.3	40.5	41.1	1.95	1.89	1.86	78.68	76.75	76.39
Foods	40.2	40.5	41.0	1.89	1.83	1.80	75.99	74.11	73.68
Beverages	41.0	40.9	42.1	2.44	2.42	2.34	100.07	99.17	98.24
Tobacco processing and products	37.7	38.0	37.3	2.58	2.58	2.41	97.04	98.13	89.77
Rubber products	42.1	42.6	42.8	2.32	2.36	2.23	97.87	100.60	95.51
Leather products	38.8	39.8	39.3	1.58	1.56	1.48	61.18	62.24	58.29
Textile products	42.2	42.0	42.6	1.79	1.78	1.65	75.48	74.54	70.51
Miscellaneous textiles	40.5	40.4	41.9	1.64	1.64	1.48	66.39	66.11	62.10
Knitting mills	41.6	41.4	42.6	1.41	1.39	1.32	58.57	57.77	56.01
Clothing	37.6	37.5	38.2	1.53	1.52	1.43	57.63	57.11	54.60
Wood products	40.4	40.4	40.9	2.13	2.14	1.99	86.18	86.56	81.48
Furniture and fixtures	43.2	43.1	44.1	1.84	1.83	1.73	79.35	79.03	76.13
Paper and allied industries	42.0	42.2	42.2	2.71	2.70	2.51	113.91	114.18	105.79
Pulp and Paper mills	41.9	42.1	42.1	2.97	2.96	2.73	124.35	124.70	114.71
Printing, publishing and allied industries	39.2	39.4	39.5	2.77	2.76	2.63	108.42	109.01	103.78
Primary metal industries	41.2	40.9	41.3	2.87	2.84	2.68	118.24	116.12	110.79
Iron and steel mills	40.7	40.0	40.5	3.01	2.98	2.86	122.56	119.06	115.78
Metal fabricating industries	42.4	42.7	42.8	2.45	2.45	2.29	103.81	104.70	97.79
Machinery, except electrical	42.8	42.7	42.8	2.59	2.57	2.47	110.56	109.66	105.94
Transportation equipment	42.7	41.7	42.4	2.72	2.72	2.63	115.67	113.34	111.24
Aircraft and parts	42.6	42.9	42.6	2.68	2.69	2.53	114.22	115.49	107.70
Motor vehicles	42.9	41.6	42.5	2.81	2.81	2.72	120.69	116.86	115.70
Assembling	45.0	42.4	43.2	3.05	3.02	2.87	137.13	128.13	123.98
Parts and accessories	41.2	41.1	41.9	2.64	2.67	2.63	108.85	109.49	110.04
Shipbuilding and repairing	41.1	40.3	41.2	2.59	2.57	2.50	106.28	103.41	103.01
Electrical products	41.5	41.2	41.7	2.25	2.25	2.15	93.29	92.81	89.59
Communications equipment	40.9	39.7	41.0	2.16	2.14	2.04	88.39	84.90	83.71
Non-metallic mineral products	44.2	43.8	44.8	2.39	2.37	2.24	105.87	103.58	100.10
Petroleum and coal products	43.4	42.8	42.3	3.30	3.27	2.97	143.24	140.11	125.63
Chemical and chemical products	41.2	41.0	41.4	2.49	2.48	2.33	102.70	101.83	96.58
Miscellaneous manufacturing industries	41.4	41.3	41.6	1.82	1.82	1.71	75.58	75.24	70.98
CONSTRUCTION	44.3	44.2	43.8	2.91	2.84	2.60	128.65	125.24	113.94
Building	41.7	41.2	41.3	2.98	2.89	2.69	124.12	119.40	111.03
General contractors	41.4	40.9	41.0	2.86	2.78	2.58	118.51	113.62	105.78
Special trade contractors	42.0	41.6	41.7	3.08	3.00	2.80	129.42	124.71	116.62
Engineering	48.8	49.1	48.6	2.80	2.75	2.46	136.78	135.25	119.54
Highways, bridges and streets	50.0	50.2	49.3	2.32	2.30	2.12	116.14	115.62	104.35
Other engineering	47.8	48.1	47.9	3.23	3.17	2.85	154.61	152.68	136.64
OTHER INDUSTRIES									
Urban transit	43.4	43.3	43.1	2.78	2.74	2.54	120.38	118.89	109.39
Highway and bridge maintenance	41.2	41.0	40.2	2.01	2.01	1.90	82.95	82.43	76.49
Laundries, cleaners and pressers	39.2	39.4	39.7	1.33	1.33	1.25	52.29	52.29	49.59
Hotels, restaurants and taverns	34.3	34.8	35.7	1.35	1.33	1.25	46.24	46.23	44.67

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1966	Oct. 1966	Nov. 1965	Nov. 1966	Oct. 1966	Nov. 1965	Nov. 1966	Oct. 1966	Nov. 1965
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.6	42.7	43.2	2.68	2.66	2.50	114.28	113.60	107.76
Metals	41.6	41.5	42.3	2.83	2.80	2.59	117.60	116.17	109.49
Mineral fuels	44.4	44.1	43.5	2.26	2.27	2.18	100.49	100.43	94.98
Non-metals, except fuels	43.1	43.5	43.3	2.54	2.52	2.40	109.32	109.64	104.11
Quarries and sand pits	49.7	52.1	49.7	2.14	2.11	1.98	106.33	109.83	98.29
Services incidental to mining	42.0	42.4	45.2	2.90	2.88	2.73	121.85	122.33	123.28
MANUFACTURING	41.0	41.2	41.5	2.30	2.29	2.16	94.35	94.49	89.81
Durable goods	41.7	42.0	42.2	2.49	2.49	2.36	103.94	104.46	99.67
Non-durable goods	40.2	40.4	40.7	2.11	2.09	1.96	84.66	84.57	79.91
Food and beverages	39.9	40.1	40.6	1.99	1.96	1.88	79.28	78.53	76.48
Foods	39.7	40.0	40.5	1.93	1.90	1.82	76.53	75.87	73.75
Beverages	41.1	41.0	41.8	2.46	2.44	2.33	101.30	100.09	97.30
Tobacco processing and products	38.1	37.7	38.4	2.28	2.58	2.13	86.87	97.24	81.62
Rubber products	41.6	42.1	42.1	2.35	2.32	2.23	97.91	97.87	94.07
Leather products	39.9	38.5	40.4	1.58	1.58	1.48	62.99	60.77	59.93
Textile products	41.9	42.2	42.6	1.79	1.79	1.66	75.22	75.49	70.80
Miscellaneous textiles	39.8	40.5	41.6	1.66	1.64	1.48	65.93	66.39	61.68
Knitting mills	41.4	41.6	42.3	1.42	1.41	1.33	58.89	58.53	56.05
Clothing	36.8	37.6	37.4	1.52	1.53	1.41	56.09	57.65	52.85
Wood products	40.4	40.4	40.9	2.17	2.14	2.01	87.68	86.57	82.25
Furniture and fixtures	43.1	43.2	43.7	1.84	1.84	1.72	79.30	79.56	75.24
Paper and allied industries	41.7	41.9	42.2	2.75	2.71	2.53	114.51	113.63	106.79
Pulp and Paper mills	41.5	41.8	42.3	3.03	2.97	2.77	125.95	123.98	116.96
Printing, publishing and allied industries	38.9	39.1	39.4	2.76	2.77	2.64	107.27	108.18	103.96
Primary metal industries	40.8	41.0	41.3	2.87	2.87	2.69	117.12	117.83	110.95
Iron and steel mills	40.0	40.2	40.7	3.02	3.02	2.86	120.91	121.68	116.31
Metal fabricating industries	42.1	42.3	42.5	2.46	2.46	2.29	103.42	104.27	97.06
Machinery, except electrical	42.4	42.7	42.6	2.59	2.59	2.47	109.92	110.61	105.34
Transportation equipment	42.0	42.5	43.0	2.72	2.72	2.66	114.52	115.70	114.40
Aircraft and parts	42.7	42.7	42.7	2.68	2.68	2.54	114.62	114.50	108.59
Motor vehicles	41.7	42.9	43.7	2.82	2.82	2.76	117.64	120.65	120.53
Assembling	42.6	45.0	44.3	3.02	3.05	2.91	128.67	137.13	129.06
Parts and accessories	41.0	41.0	43.4	2.69	2.65	2.67	110.23	108.84	115.84
Shipbuilding and repairing	42.2	41.1	41.2	2.59	2.59	2.51	109.50	106.28	103.33
Electrical products	41.4	41.5	41.4	2.26	2.25	2.16	93.50	93.38	89.20
Communications equipment	41.3	41.0	40.6	2.17	2.16	2.04	89.41	88.45	82.86
Non-metallic mineral products	43.3	44.2	44.2	2.39	2.39	2.22	103.42	105.73	98.13
Petroleum and coal products	42.6	43.4	42.6	3.27	3.30	2.98	139.25	143.24	126.85
Chemical and chemical products	41.1	41.2	41.3	2.50	2.50	2.33	102.72	102.69	96.14
Miscellaneous manufacturing industries	41.3	41.5	41.8	1.84	1.83	1.72	75.89	75.78	71.97
CONSTRUCTION	42.8	44.3	42.3	2.94	2.91	2.65	125.80	128.78	111.94
Building	40.9	41.8	40.6	2.99	2.98	2.73	122.45	124.47	110.81
General contractors	40.6	41.7	40.3	2.89	2.87	2.60	117.07	119.68	104.64
Special trade contractors	41.2	42.0	40.9	3.09	3.07	2.87	127.50	129.03	117.17
Engineering	46.4	48.8	46.0	2.85	2.80	2.49	132.22	136.47	114.34
Highways, bridges and streets	46.6	50.1	45.6	2.32	2.32	2.14	108.03	116.36	97.30
Other engineering	46.1	47.6	46.4	3.27	3.23	2.85	150.97	153.88	132.23
OTHER INDUSTRIES									
Urban transit	42.4	43.4	42.9	2.75	2.78	2.55	116.78	120.38	109.27
Highway and bridge maintenance	39.8	41.1	39.3	2.03	2.02	1.93	80.99	83.01	76.03
Laundries, cleaners and pressers	39.0	39.2	38.8	1.35	1.34	1.26	52.66	52.60	48.74
Hotels, restaurants and taverns	34.4	34.3	35.5	1.35	1.35	1.26	46.28	46.20	44.75

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1961	40.6	1.83	74.45	100.0	100.0
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965	41.0	2.12	86.89	116.7	108.0
Last Pay Period in					
1965—November	41.5	2.16	89.81	120.6	110.7
December	39.7	2.18	86.40	116.1	106.3
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.96	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October*	41.2	2.29	94.49	127.0	112.8
November†	41.0	2.30	94.35	126.7	112.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7 (Formerly C-4)—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked					Average Hourly Earnings*				
	Nov. 1966	Oct. 1966	Sept. 1966	Nov. 1965	Oct. 1965	Nov. 1966	Oct. 1966	Sept. 1966	Nov. 1965	Oct. 1965
						$	$	$	$	$
Newfoundland	40.6	39.1	40.0	40.5	39.3	2.01	1.93	1.92	1.84	1.75
Nova Scotia	40.4	40.1	40.3	40.8	41.2	1.88	1.86	1.86	1.79	1.78
New Brunswick	41.2	41.6	41.7	41.2	42.2	1.90	1.85	1.84	1.82	1.80
Quebec	42.1	42.2	42.3	42.4	42.6	2.07	2.06	2.05	1.92	1.91
Ontario	40.9	41.4	41.2	41.6	41.7	2.42	2.42	2.39	2.29	2.28
Manitoba	39.6	40.3	40.5	40.5	40.9	2.01	2.00	1.97	1.86	1.87
Saskatchewan	40.2	40.9	40.3	40.1	41.1	2.36	2.35	2.30	2.16	2.17
Alberta and Northwest Territories	39.7	40.3	40.4	40.3	41.0	2.33	2.33	2.28	2.19	2.18
British Columbia and Yukon Territory	37.9	37.5	37.7	38.3	38.0	2.88	2.85	2.83	2.68	2.67

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D Table statistics that relate to employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*. For further information regarding the nature of the data see Technical Note, page 404.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1966—December	4,733,000	4,309,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000
February	4,506,000	3,975,500	530,500
January	4,482,000	3,970,200	511,800
1965—December	4,444,000	4,026,000	418,000

TABLE E-4—Benefit Payments, by Province, January 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	108,788	$ 3,017,453
Prince Edward Island	22,576	539,231
Nova Scotia	95,173	2,294,229
New Brunswick	89,818	2,114,476
Quebec	488,572	12,603,320
Ontario	431,198	10,957,789
Manitoba	50,653	1,441,535
Saskatchewan	46,582	1,186,153
Alberta	63,866	1,771,284
British Columbia and Yukon Territory	196,862	5,457,041
Total, Canada, January 1967	1,594,088	41,382,511
Total, Canada, December 1966	904,070	22,426,912
Total, Canada, January 1966	1,444,666	35,910,149

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, January 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	9,417	8,167	1,250	12,915	10,555	2,360	1,692
Prince Edward Island	2,146	1,896	250	2,917	2,549	368	435
Nova Scotia	15,273	12,787	2,486	17,229	14,928	2,301	3,716
New Brunswick	12,858	10,872	1,986	13,976	11,731	2,245	2,831
Quebec	73,252	57,122	16,130	77,838	61,351	16,487	24,280
Ontario	87,478	65,614	21,864	88,088	68,802	19,286	24,217
Manitoba	8,531	7,118	1,413	8,609	6,726	1,883	2,704
Saskatchewan	7,181	6,181	1,000	7,869	6,211	1,658	2,179
Alberta	10,283	8,504	1,779	9,804	7,651	2,153	3,440
British Columbia	27,946	22,421	5,525	31,502	25,480	6,022	8,095
Total, Canada, January 1967	254,365	200,682	53,683	270,747	215,984	54,763	73,589
Total, Canada, December 1966	251,453	195,549	55,904	228,186	183,612	44,574	89,973
Total, Canada, January 1966	225,022	180,526	44,496	253,471	201,765	51,706	73,526

*In addition, revised claims received numbered 46,677. †In addition, 43,656 revised claims were disposed of. Of these, 4,379 were special requests not granted and 1,501 were appeals by claimants. There were 11,730 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 31, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	December 1966	January 1966
CANADA	531,926	258,568	203,369	47,799	22,190	423,437	511,768
Male	394,757	201,869	155,350	25,862	11,676	307,269	386,634
Female	137,169	56,699	48,019	21,937	10,514	116,168	125,134
NEWFOUNDLAND	33,509	12,779	18,056	1,758	916	26,740	34,499
Male	30,727	11,766	16,945	1,319	697	24,500	32,476
Female	2,782	1,013	1,111	439	219	2,240	2,023
PRINCE EDWARD ISLAND	6,495	2,609	3,543	241	102	5,101	6,601
Male	5,157	2,089	2,882	154	32	4,040	5,384
Female	1,338	520	661	87	70	1,061	1,217
NOVA SCOTIA	34,411	16,793	13,409	2,761	1,448	24,135	32,887
Male	28,654	14,285	11,269	2,009	1,091	19,702	27,589
Female	5,757	2,508	2,140	752	357	4,433	5,298
NEW BRUNSWICK	31,335	13,976	13,493	2,798	1,068	24,468	32,245
Male	24,781	11,755	10,712	1,671	643	18,651	25,743
Female	6,554	2,221	2,781	1,127	425	5,817	6,502
QUEBEC	154,402	75,608	57,277	14,707	6,810	129,448	151,625
Male	115,296	60,242	43,913	7,868	3,273	94,624	117,696
Female	39,106	15,366	13,364	6,839	3,537	34,824	33,929
ONTARIO	153,918	84,376	47,994	14,060	7,488	112,549	135,301
Male	102,500	61,938	30,274	6,504	3,784	68,973	88,916
Female	51,418	22,438	17,720	7,556	3,704	43,576	46,385
MANITOBA	17,996	8,377	7,876	1,185	558	13,572	20,626
Male	13,631	6,205	6,475	636	315	10,254	15,722
Female	4,365	2,172	1,401	549	243	3,318	4,904
SASKATCHEWAN	16,068	7,250	7,316	954	548	12,496	17,369
Male	12,448	5,560	6,177	460	251	9,882	13,425
Female	3,620	1,690	1,139	494	297	2,614	3,944
ALBERTA	21,010	9,912	8,651	1,734	713	17,181	23,172
Male	15,621	7,578	6,990	661	392	13,234	17,381
Female	5,389	2,334	1,661	1,073	321	3,947	5,791
BRITISH COLUMBIA	62,782	26,888	25,754	7,601	2,539	57,747	57,443
Male	45,942	20,451	19,713	4,580	1,198	43,409	42,302
Female	16,840	6,437	6,041	3,021	1,341	14,338	15,141

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949 = 100)				
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—March	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of March 1967

	All-Items									
	March 1966	*February 1967*	*March 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	124.8	126.6	127.8	125.6	120.1	125.0	122.5	169.8	151.6	119.5
Halifax	136.9	139.3	139.6	136.2	138.7	139.7	143.3	180.8	180.3	128.0
Saint John	138.8	143.3	143.5	141.0	138.0	141.1	153.0	212.0	169.8	129.2
Montreal	141.1	144.8	145.3	149.9	140.2	121.7	181.3	192.1	165.1	131.0
Ottawa	142.0	145.2	145.3	144.2	141.8	135.8	168.1	192.0	160.6	135.9
Toronto	144.5	148.1	148.4	141.5	150.0	139.8	154.1	183.7	203.0	132.4
Winnipeg	138.8	141.1	141.1	141.1	132.7	137.4	146.1	196.2	154.4	141.2
Saskatoon-Regina	135.0	137.0	137.6	140.4	132.0	142.5	139.5	160.3	156.0	129.2
Edmonton-Calgary	132.9	136.6	136.9	133.2	132.7	138.3	139.5	189.7	154.1	126.1
Vancouver	137.9	140.9	141.2	139.3	141.3	133.5	152.4	166.3	161.6	126.4

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 336, May issue.

TABLE G-1—Strikes and Lockouts, 1962-1967

Month or Year	*Strikes and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
		Strikes and Lockouts	*Workers Involved*	*Duration in Man-Days*	
				Man-Days	*Per Cent of Estimated Working Time*
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—March	54	90	30,079	354,250	0.27
April	64	108	50,838	441,130	0.38
May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07

*Preliminary.

TABLE G-2—Strikes and Lockouts, March 1967 by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Forestry	—	—	—
Mines	3	676	2,590
Manufacturing	36	7,045	54,610
Construction	17	4,028	16,410
Transportation and Utilities	4	658	3,140
Trade	1	4	90
Finance	—	—	—
Service	1	17	60
Public administration	1	4,486	13,460
ALL INDUSTRIES	63	16,914	90,360

TABLE G-3—Strikes and Lockouts, March 1967 by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	3	64	230
New Brunswick	—	—	—
Quebec	15	9,736	36,330
Ontario	34	5,028	48,330
Manitoba	1	61	1,370
Saskatchewan	—	—	—
Alberta	1	198	100
British Columbia	6	1,585	3,720
Federal	3	242	280
ALL JURISDICTIONS	63	16,914	90,360

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *March*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
MINES						
Metal						
Solbec Copper Mines Ltd., Stratford Centre, Cté Mégantic, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	160	960	7,520	Sept. 9 Mar. 9	Wages—27% general wage increases over a 3-yr. contract; other improved benefits.
Mineral Fuels						
Crowsnest Industries Ltd., Fernie & Michel, B.C.	Mine Workers Locs. 7292 & 7310 (Ind.)	500	1,500	5,000	Feb. 20 Mar. 6	Wages—22% wage increases over a 2-yr. contract.
MANUFACTURING						
Food and Beverages						
Stokely-Van Camp of Canada Ltd., Whitby, Ont.	Packinghouse Workers Locs. 582 & 598 (AFL-CIO/CLC)	106	640	640	Mar. 2 Mar. 13	Wages—Return of workers.
Weston Bakeries Ltd., Ville Jacques-Cartier, Que.	Bakery Workers Loc. 55 (CLC)	747	4,730	4,730	Mar. 20 Mar. 30	Wages—Return of workers.
Hiram Walker and Sons Ltd., Walkerville, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	100	400	400	Mar. 28 —	Protesting a company decision—
Rubber						
Uniroyal (1966) Ltd., Montreal, Que.	Distillery Workers Loc. 78 (AFL-CIO/CLC)	540	1,080	1,080	Mar. 30 —	Wages—
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,480	15,760	Nov. 21 —	Wages, union security, bonding of employees—
Glendale Spinning Mills Ltd., Hamilton, Ont.	Textile Workers' Union Loc. 1070 (AFL-CIO/CLC)	340	6,350	6,350	Mar. 6 —	Signing a new agreement—
Printing and Publishing						
The Star, Telegram & Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	299,060	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Canadian Government Printing Bureau,* Hull, Que.	Unorganized	170	90	90	Mar. 8 Mar. 8	Alleged grievances—Return of workers.
Primary Metals						
Lake Ontario Steel Co. Ltd., Whitby, Ont.	Steelworkers Loc. 6571 (AFL-CIO/CLC)	350	350	350	Mar. 6 Mar. 7	Dismissal of a union steward—Return of workers.
Metal Fabricating						
American Standard Products Ltd., Windsor Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	125	1,880	6,620	Jan. 5 Mar. 22	Wages— 20¢ an hr. increase immediately, 12¢ an hr. Mar. 1968; other improved benefits.
Continental Can Co. of Canada, Toronto, Ont.	Steelworkers Loc. 4025 (AFL-CIO/CLC)	175	90	90	Mar. 8 Mar. 8	Grievances—Return of workers, grievance procedure would follow.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *March*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
Machinery						
Otis Elevator Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 7062 (AFL-CIO/CLC)	636	640	640	Mar. 1 Mar. 1	Wages in a first agreement—38¢ an hr. increase over a 2-yr. contract.
Smith Corona Machines, Scarborough, Ont.	U.E. Loc. 514 (Ind.)	270	4,590	4,590	Mar. 8 —	Wages in a new agreement—
Transportation Equipment						
Collingwood Shipyards Ltd., Collingwood, Ont.	Steelworkers Loc. 6320 (AFL-CIO/CLC)	200	700	700	Mar. 6 Mar. 10	Not clear—Return of workers.
Eaton Springs Canada Ltd, Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	205	3,630	3,630	Mar. 7 —	Wages, fringe benefits in a first agreement—
Ontario Steel Products, Milton, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	125	130	130	Mar. 8 Mar. 8	Respecting picket lines of U.A.W. —Return of workers when pickets withdrawn.
Electrical Products						
The Canadian Coleman Co. Ltd., Toronto, Ont.	CLC—directly chartered	227	4,990	27,830	Oct. 18 —	Wages in new agreement—
Non-Metallic Mineral Products						
Dominion Glass Co. Ltd., Montreal, Que.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	1,500	3,000	3,000	Mar. 13 Mar. 15	Objection to reduction of personnel—Return of workers
CONSTRUCTION						
Rust Associated Ltd., Portage du Fort, Que.	Various unions	1,425	5,800	5,800	Mar. 6 Mar. 13	Jurisdictional dispute—Return of workers.
Various bricklayers contractors, Hamilton, Ont.	Bricklayers Loc. 1 (AFL-CIO/CLC)	156	2,180	2,180	Mar. 6 Mar. 27	Wages, travel allowances, working conditions—Wage increases; other improved benefits.
Several construction contractors, Millhaven, Ont.	Various unions	251	1,000	1,000	Mar. 14 Mar. 20	Sub-contractor hiring non-union operators—Return of workers, when agreement reached.
Canadian Bechtel Co., Temagami, Ont.	Various unions	510	4,850	4,850	Mar. 15 Mar. 30	Workers seeking an increased board allowance—Return of workers, board allowance raised from $7. to $10.
Canadian Comstock Ltd., Gold River, Vancouver Island, B.C.	I.B.E.W. Loc. 230 (AFL-CIO/CLC)	1,000	1,000	1,000	Mar. 30 Mar. 31	Jurisdictional dispute between unions—Return of workers.
Canadian Bechtel Ltd., Tar Island, Alta.	I.B.E.W. Loc. 424 (AFL-CIO/CLC)	198	100	100	Mar. 31 —	Misunderstanding interpretation of existing agreement—
Fraser Brace Engineering Co. Ltd., Frood-Stobie Mine, Sudbury, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	236	240	240	Mar. 31 —	Dismissal of five union stewards—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *March*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
TRANSPORTATION AND UTILITIES						
Communication						
Quebec-Telephone, Various locations, Quebec.	I.B.E.W. Loc. 2200 (AFL-CIO/CLC)	525	1,580	1,580	Mar. 6 Mar. 10	Wages—34¢ an hr. increase over a 2-yr. agreement.
PUBLIC ADMINISTRATION						
Local Administration						
City of Montreal, Montreal, Que.	Public Service Employees Federation (CNTU)	4,486	13,460	112,460	Jan. 30 Mar. 6	Wages—12% wage increases over a 2-yr. contract.

*Federal Jurisdiction.

Technical Note to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewall" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, an in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Average Weekly Wages and Salaries" (Employment Section, Labour Division, DBS). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

*When the "Training Allowance Act—1966" becomes operative, the benefit period may be as long as three years.

Government
Publications

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Canada Department of Labour/July 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1965. Price 75 cents, Cat. No. L2-15/1965.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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50 Years Ago

A shortage of anthracite coal caused the Government to appoint a fuel controller to investigate the coal situation and to advise on demand, output and need for imports. A food controller also was appointed.

A serious shortage of anthracite coal was referred to in the July 1917 issue. This shortage was being felt in the United States and in Canada, and this journal published an interim report on the coal situation that had been issued by the U.S. Federal Trade Commission in May. The Commission found that a "buying panic," which had developed in the autumn of 1916 and had resulted in "enormous increases" in retail prices, was "unwarranted."

The Commission said that symptoms of the same kind of panic were again appearing, and that a repetition of the same conditions that had prevailed during the previous winter was imminent. The Commission insisted that there was no good reason for the panic in the anthracite market, or for any increase in the present selling price of coal. "On the contrary, the retail prices generally obtaining today are unwarranted."

A wage increase agreed upon in April would involve an increase in the cost of production of between 24 and 30 cents a ton, and the price at which the leading operators had announced they were willing to sell would not exceed that increase. The Commission was of the opinion that the usual discounts allowed during the summer months should be followed by the whole trade. But "If the public is again so deceived as to indulge in a scramble for coal such as occurred last winter, the favourable situation above reported may be nullified. A demand for four months' coal in the single month of May will be most deplorable. If, on the other hand, purchases are made as usual, there will be no disturbance and small chance for speculators to fleece the public."

The report gave what it said were the fair prices at the mine, plus a reasonable dealer's profit and cost of local delivery. These, allowing for the usual 40-cent discount in May, were given as approximately: $3.61 a ton of 2,000 lbs for egg coal; $3.84 for stove; and $3.93 for chestnut. These were, of course, U.S. prices.

In Canada, the coal industry was in difficulties. Miners in the coal fields of southeastern British Columbia and southwestern Alberta had been "striking intermittently" since November, the last cessation of work having begun on April 2. The Government had appointed a director of coal operations for these fields, and his duty was "to make inquiries respecting wages and hours of labour, and labour conditions generally, and other matters affecting the cost of production of coal and coke, and the resumption of such production during the war, and for three months after the conclusion of peace."

This official had directed that the mines should be re-opened and operated under a tentative agreement arranged between the operators and the miners in March, with certain wage increases in addition. These included an increase of 7½ per cent, "which really means an increase of 22½ per cent over the wages paid before the strike. It was further added that the penalty clause, which was the point that the operators had refused to consider, should be omitted from the agreement, and that a commission should be appointed to investigate the cost of living. It was expected that the mines would be re-opened July 3."

In the eastern coalfields, as a result of the recommendations of a Royal Commission that had been appointed to inquire into the causes of industrial unrest in the Nova Scotia coal mining districts, the Provincial Workmen's Association and the United Mine Workers of Nova Scotia had merged into one body, the LABOUR GAZETTE reported. The Commission had found that much of the unrest referred to was due to the presence of the two rival labour organizations. After several days of negotiations, it had succeeded in getting them to agree to form a new union, which was to be known as the Amalgamated Mine Workers of Nova Scotia. The headquarters of the new union were to be in Glace Bay.

In connection with the shortage of anthracite coal, the Government appointed a fuel controller whose duty was to investigate the coal situation and "advise the Government as to the probable demand, the probable output of Canadian coal, and the likelihood of securing the necessary quantities outside of Canada." He was also to "endeavour to bring about co-operation between producers, carriers and consumers, and . . . to make recommendations as to measures that may be adopted to increase the output, and to ensure sufficient coal for Canadian requirements during the coming season."

The Government appointed a food controller also. "He is directed and empowered," this journal said, to "investigate the quantities, location, ownership and sources of supply of food commodities, the prices of same, and the causes of such prices. He is to ascertain the food requirements of the country and to facilitate the export of the surplus to Great Britain and her allies, and he is empowered to make regulations as to prices, storage, distribution and conservation of food, the consumption of food in hotels, restaurants, cafes, private houses, clubs and other places.

"The Food Controller may also make regulations respecting the manufacture, storage and transportation of food, and may purchase, requisition, store, sell and deliver food. The Food Controller's regulations are subject to the approval of the Governor in Council."

The Attitudes of Labour and Management

The unrest in industrial relations, and the general public's "growing irritability" with the way management and labour resolve their mutual problems, were emphasized by Hon. John R. Nicholson, Minister of Labour, in a speech delivered to the first annual convention of the Mechanical Contractors' Association of Ontario, held in Ottawa on April 28.

"If there is any one stumbling block . . . in the field of industrial relations, it is our natural proclivity to cling desperately to the comforting shibboleths of the past far beyond the point where they have any realistic affinity for existing environments," said Mr. Nicholson.

He pointed out that one of Canada's older institutions—free collective bargaining—was severely tested in 1966. That year, described by the Minister as the toughest in Canada's history, started off with several work stoppages already in progress. "During the year, 594 new stoppages occurred; and as we turned the corner into '67, some 25 were still in force." About 411,000 workers were directly involved, resulting in a time-loss of well over 5,000,000 man-days, he said.

The Minister noted that this troublesome labour period had arrived when the escalating economy had reached a new crescendo, when the demand for skilled labour greatly exceeded the supply, when the hard-core unemployed were at an all-time low, and when the labour force exceeded 7,000,000—an increase of 250,000 over employment in the previous record year, 1965.

Many of the crises between labour and management were precipitated by poor communications, said the Minister. He stated his belief that, although the worker should benefit in relation to the economic success of the business into which he has invested his energy and skills, the voices of those labour and management spokesmen who are striving to find a more responsible way to meet their joint problems should not be ignored. "The one factor that comes through from our 1966 experience with shattering clarity is that labour and management must change their fundamental attitude to collective bargaining," he said.

He urged labour and management to develop an acceptable system of effective, periodic consultation during the course of their agreements "while the initiative is still theirs to take." Criticism that such a plan would undermine the bargaining positions of the two parties was "nonsense," he said, and could only stem from fear of change, and from those with questionable leadership qualities.

As an example of a practical and mutually beneficial labour-management relationship, he cited a Quebec-based, nation-wide, diversified forest industry whose industrial relations are centrally operated and whose negotiations are made through 120 local unions representing 27 national and international unions. These two parties "got to know each other outside the distorting influence of crisis, and the meetings took on the nature of two equally involved partners," thus rejecting the age-old and outdated "master and servant" concept in the process.

The "more or less modern phenomena" of labour-management consultation committees, task forces, special commissions, university research grants and Economic Council meetings on labour-management communications were encouraging. "I firmly believe that in properly constituted committees, set up in the right environment, and honestly supported by progressive labour and management, are to be found the essential elements for the survival of our free collective bargaining procedure," the Minister said.

The Department of Labour, he continued, believes that expenditures of time and money to make people into more effective workers is paying off in positive results, and can no longer be considered passively as a humanitarian concept.

"There must and will be a new and vital Department of Labour generating new energies and programs to meet the needs of this day and age. There must and will be more action in the area of the Canada Labour (Standards) Code; in the promotion of fair employment practices; in the development, with provincial cooperation, of our new Safety Code for federal industries; in the development of a better information system to improve Canadians' understanding of the industrial relations community and the purposes of the Department's programs."

Mr. Nicholson declared that the Government of Canada believes that the great majority of Canadians support the free collective bargaining concept. "Thus it is the Government's duty to do all in its power to preserve that concept," he said. "The ultimate responsibility for the preservation of free collective bargaining, however, rests squarely on the shoulders of management and labour, and in direct ratio to their ability to demonstrate that the system works with justice and without the foisting of a distressing burden of dislocation on society as a whole."

International union events scheduled for Montreal

Montreal will be the scene of two international trade union events, with the First World Conference on Education in the Labour Movement of the International Confederation of Free Trade Unions, August 16 to 25, preceded by the Fifth International Labour Film Festival, August 11 to 15. During the film festival, trade union training experts will converge for a symposium on the use of audio-visual aids in the developing countries.

The conference on education will review the socio-economic and legal aspects of labour education in various countries, with special emphasis on new subject material to be taught to trade unionists. It will also explore new problems such as the economic theory of co-determination in industry, manpower planning, social and economic incentives, education, the introduction of co-operatives, automation, re-training, job classification, and harmonization of economic and social legislation.

Expectations are that about 150 delegates will attend, representing organizations affiliated with the ICFTU, trade union organizations co-operating with them on educational matters, and other bodies closely connected with the labour movement in the field of workers' education. Delegates will be welcomed by leaders of the Canadian Labour Congress and the ICFTU, and by Montreal and Quebec authorities.

The conference has a twofold purpose. It will spark the initiative of trade union educators and teachers, and emphasize the necessity of education for effective trade union action. It will serve also to inform interested circles outside the trade union movement of trade union achievements in the field of education and the need to keep abreast of new training and teaching methods being perfected by the unions.

Married Women Workers in France

Every third worker in France is a woman, according to the last General Census, in 1962—a proportion that has remained unchanged since 1954. The significant change for the period, however, occurred in the number of women who moved from farming, commerce and handicrafts to the wage and salary-earning category of employment.

During the eight years, about half a million of these family workers acquired the status of employees enjoying benefits of social legislation, protection against unemployment, and individual remuneration received personally. Despite this improvement in the over-all situation, however, the skill discrepancy between male and female employees remains considerable. For example, 40 per cent of the male manual workers were skilled, but only 16 per cent of their female counterparts were in that category.

Equal Pay

Notwithstanding a government decree in 1946 that made provision for equal pay, ratification of the ILO Equal Remuneration Convention in 1953, and the fact that France was a party to the Rome Treaty of 1957—in which Article 119 calls for the equalization of wages for men and women, and complete elimination of wage differentials in member countries by 1964—there exist discrepancies between men's and women's remuneration at the same level of skill or qualification. And they are even more evident at the level of higher management. The provision for equal remuneration applies only to workers covered by collective agreements, thus leaving workers in unorganized employment unprotected.

In addition to these general difficulties, married women workers, who account for more than half of the female labour force, must face the problems arising from family responsibilities. The matter of combining participation in the labour market with household duties was investigated in a survey on the family group,* financed by the National Scientific Research Centre of France and the Public Health Service of the United States.

**International Labour Review, July 1966,* Needs and Aspirations of Married Women Workers in France, by Andrée Michel.

The two following questions were posed to 550 married women, 450 from the Paris area and 100 from Bordeaux:

(1) Among all the following measures, which do you consider most likely to improve the position of working women: creches and nurseries; learning a well-paid occupation; a shorter working week for all; easier access to work; cooked meals and canteens; cheap laundry facilities ?

Respondents were asked to list the two most important measures after their first choice. They were invited also to suggest any measures not specifically mentioned.

(2) If you have (or had) a daughter, would you prefer her to learn an occupation and to work when married, or to rely entirely on her husband for a livelihood ?

In 82 per cent of the replies, top priority was accorded to three measures in the following order: creches and nurseries; learning a well-paid occupation, and a shorter work week. The largest group giving top priority to any one measure was in the Paris area, where 38 per cent of the respondents designated creches and nurseries. In the Bordeaux group, learning a well-paid occupation rated highest with 32 per cent of the respondents; and 28 per cent gave top priority to creches and nurseries.

Giving top priority to the question of child care was influenced by personal factors and family situations. Top priority was given more often by women:

–with two, three and four children, than by those with one or none;

–in the lower income brackets;

–with "no help" than by those with "full-time help";

–with primary and technical education than by those with secondary or higher education;

–in manual occupations, semi-skilled and unskilled, and unskilled non-manual occupations, than by those in skilled. supervisory, middle and higher management positions;

–living in rented premises, than by those occupying owned accommodation.

"Learning a well-paid occupation" was given top priority by 157 respondents in the sample. Again, the priority afforded this measure was influenced by personal and social factors. Greater importance was attached to this measure by women:

–without children; and the greater the number of children, the less likely that top priority would be given to this measure;

–with a family monthly income of over 3,000 francs;

–with "no help" as opposed to those with "full-time help";

–with secondary education, followed by those with higher education and in semi-skilled manual occupations;

–occupying owned accommodation.

Top priority for "a shorter working week for all" was put forward by 17 per cent of the total sample. Top priority for this measure was afforded by a greater number of respondents:

–with no children—though this is not to imply that a shorter work week was not important to women with children; merely that there was a greater incidence of top priority afforded child care facilities and learning a well-paid occupation;

–with family monthly incomes ranging from 1,500 to 2,000 francs;

–with "no help" than by those with "full-time help",

–with "higher education";

–in supervisory and middle-management occupations;

–occupying "rented unfurnished" premises.

Daughters' Futures

Half of the respondents gave preference to their daughters' learning an occupation and working when married. One in three gave preference to learning an occupation and deciding freely to work when married. Seventeen per cent expressed preference for having their daughters rely entirely on their husbands for a livelihood.

In Paris, only 13 per cent of the respondents expressed preference for such a future for their daughters; almost 40 per cent of the Bordeaux respondents

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By the Civilian Rehabilitation Branch
Department of Manpower
and Immigration

Careers for Disabled Persons

Opportunities for the handicapped in medical technology

The National Committee for Careers in Medical Technology in the United States undertook, in 1965, a three-year project to study the opportunities available to disabled persons in the field of medical technology. They were particularly interested in the experience of those disabled persons already employed in this field, and in the prospect of using the abilities and skills of disabled persons to fill an ever-growing need for personnel in medical laboratories.

The study was sponsored by the Vocational Rehabilitation Administration, U.S. Department of Health, Education and Welfare.

Hospital Survey

In the first phase of the project, a survey of hospital laboratories throughout the country was made to discover which hospitals employed disabled persons as laboratory workers and to get an assessment of them as employees. Replies were received from 1,984 hospitals, of which 443 hospitals reported a total of 693 disabled workers.

Ninety-one per cent of the disabled employees were rated as satisfactory by their laboratory directors. Seventy-two per cent of the total had received their training after they became disabled. Their disabilities were of all types: ambulatory, 40 per cent; manipulative, 15 per cent; recovered mental illness, 11 per cent; auditory, 8 per cent; cardio-pulmonary, 7½ percent; convulsive seizures, 5 per cent; visual, 3½ per cent; and a variety of others.

Individuals with every type of disability were employed in all sections of the laboratories and were working at all staff levels. Twenty per cent were supervisors, 50 per cent held staff positions, and 30 per cent were laboratory assistants.

A postcard survey of hospital administrators brought in 1,157 replies indicating "satisfactory" experience in employing disabled persons. On the returns, 48 hospital administrators and 59 laboratory directors commented that they had never had job applications from disabled persons.

An intensive study was then made of 54 disabled individuals employed in hospital laboratories in the area between New York City and Philadelphia. These employees, their immediate supervisors and their laboratory directors were interviewed in detail.

Training

Only 6 of the 54 had received training assistance from vocational rehabilitation agencies. Some of those interviewed had encountered difficulties and rejections in trying to get into the laboratory field. All were agreed, however, that once they had been trained and had a recommendation from a pathologist, there was no problem finding employment. Twenty-six had college or graduate degrees, and most had also taken a year's training in schools approved by the American Medical Association. Laboratory directors suggested that the disabled needed to have more than the minimum qualifications to compete with the non-disabled.

The survey found also that disabilities were more severe than the written questionnaires had indicated, yet few employees felt themselves to be handicapped in their jobs.

Disabilities included: ambulatory, 25, with half of these requiring braces, crutches or wheelchairs; manipulative, 6; cardio-pulmonary, 4; auditory, 4, including two totally deaf since infancy; cerebral palsy, 3; epilepsy, 3; and dwarfs, 3.

Employment Records

The 54 employees were scattered throughout the various departments of the laboratory, usually in jobs that did not require night calls or weekend work. They were more likely to have specialized in a particular type of laboratory work than were their non-disabled fellow employees. Only one employee was found whose work was unsatisfactory because of his disability.

Their records for attendance, punctuality and sick leave were equal to, and in many cases superior to, those of the non-disabled. Nearly every employer reported that the disabled tend to stay longer on the job. Of the group, 21 had been employed more than six years, and eight of these had been in the same job more than 15 years.

Only six were earning less than $5,000 a year; 42 earned between $5,000 and $8,000, and six earned over $8,000. The three highest salaries ($10,000 to $12,000) were paid to workers who had to get around the laboratory on crutches. They had Master's degrees and had been in their jobs 15 years or more.

Among the severely disabled were several bacteriologists—one was a paraplegic confined to a wheelchair; one who used underarm crutches had been 16 years on the job, and the third, who had also been 16 years on the job, used leg braces. A man whose left arm was amputated below the elbow had been employed as a chemist for ten years. Another chemist suffered from rheumatoid arthritis, but had been on the job for six years; and another person afflicted with the same disease had been working as a histologic technician for six years.

An epileptic whose seizures were controlled by medication had been employed for three years as an electroencephalograph technician. And a deaf mute had been employed with satisfaction as a histologic technician for five years. All of these persons were trained after becoming disabled, and all were satisfactory employees.

The study concluded that, properly trained, disabled persons could help alleviate the persistent shortage at all levels of medical laboratory personnel, a shortage steadily growing more acute as new techniques in medical diagnosis and treatment are added to the myriad tests and procedures already required by modern medical practice.

Demonstration Project

Since this study was made, a demonstration project has been started. Sponsored by the Vocational Rehabilitation Administration, the project is being carried out by the National Committee for Careers in Medical Technology, with the co-operation of the Pennsylvania, New York

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By the Section on Older Workers
Civilian Rehabilitation Branch
Department of Manpower
and Immigration

Training and Retraining Older Manpower

Dr. R. M. Belbin, the author of an OECD publication, *Employment of Older Workers, Training Methods** (L.G., Jan., p. 37) was among those who presented papers at a regional seminar on the employment of older workers, sponsored by the Organization for Economic Co-operation and Development.

Dr. Belbin said it was quite true that jobs were available for older and middle-aged workers; but he stated that these jobs often entailed a down-grading in wages and status, which was detrimental to the interests of first, the individual, because the result was reduced earnings and loss of self-confidence; and second, society, because the result was loss of experienced workers and a gain of nothing more than the removal of an occupational bottleneck.

Dr. Belbin stressed that the training of older workers was a sound investment for both industry and the community as a whole, although its primary aim was to help the individual. He also endeavoured to show that all three interests could be provided for if older and middle-aged workers were trained for new jobs demanding greater experience. If sufficient attention were paid to their problems and if it were recognized that special training measures were essential, then their aptitude for training could be substantially improved. This, he said, is the best way of refuting the preconceived idea that older workers could rarely learn anything new.

Training Inducements

One of the seminar participants had stated that older workers were often reluctant to participate in training courses, but another pointed out that the solution was to gain the workers' confidence, and offer opportunities for promotion. Dr. Belbin cited two examples to show how older workers could be induced to take a course of further training:

(1) In a factory in Birmingham, England, an agreement was concluded between the trade unions and the screw and bolt manufacturing industry. This agreement offered a guarantee against dismissal for the duration of the company's changeover to automation. It also involved the training of unskilled workers for skilled operations. The inducement of a job with better pay and the offer of security did much to ensure the successful training of a large number of older workers, who would normally have been considered unsuited for such jobs.

(2) An automobile plant in Wales was staffed by ex-miners, most of them older persons who had contracted pneumonoultramicroscopicsilicovolcanoniosis. When the factory was first established, the miners were afraid that they would not be able to cope with the work; but once the factory had become part of the community, and friends and relatives had found jobs there, the reluctance to accept an unfamiliar occupation was largely overcome. Since then the workers have participated readily in the special training programs.

Sensory Handicaps

In Dr. Belbin's view, people are inclined to over-emphasize the effects of many of the disabilities associated with ageing. He cited an instance of this in the Yorkshire textile industry, in which many experiments had been carried out. Plaiting or threading—one of the multitude of operations involved—is precision work, and it had been the practice to recruit only young persons for the job. Nevertheless, many of the older women were doing the work well, despite poor eyesight. Here was evidence that "good vision" was more a function of special practice than of actual visual acuity—a facility, as these experiments showed, that could be imparted by training.

Fast reflexes have always been considered a basic requirement for the operation of sewing machines, so it has been generally believed that only young persons are sufficiently quick to attain the necessary dexterity. But experimental studies have established that, despite the over-all marked slowing down of reflexes with advancing age, the reflex times for arm movements increase only slightly.

Additional experiments, to determine whether older trainees could be trained to react quickly in complex operations without making many mistakes, have been fairly successful. The findings are currently being evaluated with a view to developing new training methods for the clothing industry. Imperceptible sources of error are being eliminated by a method described as "training by slow movement." As trainees learn a series of movements, special machines are introduced; and after the learning phase has been successfully completed, the pace of movement is progressively increased.

Main Difficulties

According to Dr. Belbin, four difficulties are encountered most frequently by older trainees:

(1) Susceptibility to distracting influences in learning and memorizing. Experiments in short-term retention—e.g., remembering a series of items—revealed only a slight decrease with advancing age; but forgetfulness was more pronounced if other factors intruded. Excitement and anxiety were typical of such factors and were most likely to cause forgetfulness when older trainees went from training to actual work.

(2) Repetition of mistakes. The poor performance of older trainees has sometimes been attributed to repetition of the same mistakes. At the *Berufsforderungswerk*, the largest and the most modern institution in Western Germany for the vocational rehabilitation of older handicapped persons, researchers observed that workers who had experience in electrotechnics often had greater difficulty in completing training courses in electronics than did ex-miners. Their problems were those of relearning rather than of learning, which clearly shows how important it is to organize training along the appropriate lines from the outset.

(3) Arousing interest and curiosity. Psychological tests have shown that the success or failure of retraining often depends on the degree of active co-operation by the trainee. To overcome a notice-

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*Available prepaid from the Queen's Printer, Ottawa, and branch stores, $2.

Condensed from *Teamwork in Industry*
Published by the Labour-Management Consultation Branch

The Expanding Services of the Labour-Management Consultation Branch

A further step in the expansion of the work of the Labour-Management Consultation Branch of the Department has been taken with the appointment of three LMC field representatives to the positions of LMC regional supervisors.

Re-organization of the industrial relations officers working in the labour-management field has established three separate regions, each with a head office and new field offices. Prior to this expansion, there were nine field representatives situated in eight offices across Canada. There will now be 18 field representatives in 14 offices.

Hon. John R. Nicholson, when he first announced the expansion of the Labour-Management Consultation Branch, said: "Because joint consultation has become so important, this service is shortly to become a full and separate branch of the department, responsible for the development, in co-operation with labour, management and other branches or units of government, of an expanded program of promotion and activity."

Kenneth P. DeWitt, Assistant Director of the Labour-Management Consultation Branch, termed this expansion "a most progressive program to assist labour and management in meeting the ever-increasing complex problems of this technological age."

Mr. DeWitt noted further: "Improved communications between management and labour is the key to most problems facing these two groups. Their mutual problems could be centered on prior notification of pending change, or upgrading and retraining of employees, or feedback of general information. It could be different production or work techniques. The name of the problem is not as important as the fact that each side must have some regular channel of communication with the other side, away from the crisis of bargaining.

"That is why we are here and why we are expanding our service. The Labour-Management Consultation Branch offers free guidance and assistance to management and labour to help them to equitably seek solutions to these and other problems."

Those appointed as regional supervisors under the expanded program are: J. G. (Gil) Seguin, Eastern Region; S. J. (Stan) Walton, Central Region; A. C. (Alf) Candline, Western Region.

* * *

Industrial safety, an essential requirement for every conscientious firm, is a highly respected subject at Hussmann Refrigeration Company Ltd., Brantford, Ont.

And this respect has paid off, for the Hussmann safety record is breaking records: from November 25, 1965 to November 29, 1966 Hussmann employees set a record of 836,000 man-hours without a single lost-time injury—the first firm in Brantford's industrial area to reach such a figure. In the process, Hussmann has won a series of highly coveted safety awards.

"This safety record is the result of a joint effort by management and employees," said Personnel Manager Frank A. Kovrig. "We have attained a cherished goal in industry—safe, efficient production." The next safety goal for Hussmann is a million accident-free man-hours.

The company, with nearly 300 employees (members of Local 397, United Auto Workers, AFL-CIO/CLC) has an active labour-management joint consultation committee that meets monthly. The labour committee members are also the members of the union bargaining committee. Topics discussed include safety, sales, production, manpower requirements and over-all company policy. An important feature is that employees are always informed of changes before they happen—with a full explanation of the reasons—and of the expected results. This has been of great help in preventing ill-founded rumours, particularly during the company's recent expansion of facilities.

Knowledge of pending change is also given to the committee members prior to any public press release.

All information about committee activities is relayed back to the employees each month when the union bargaining committee chairman, Charles L. MacKay reports to the union membership on joint consultation.

In addition, the company operates training schemes under government Technical and Vocational Programs 4 and 5 for training and upgrading. To date, about 50 men have qualified in such skills as power brake and punch press operation, welding, spray painting, refrigeration assembly, and polishing and buffing. These training programs also cover junior draftsmen, production control employees, and cost and payroll clerks. Wherever possible the company promotes foremen and supervisors from within the organization.

Said Mr. Kovrig: "The union committee and company are pleased with the results of their monthly meetings. Both parties have developed a mutual trust in each other over the years, to the benefit of everyone in the organization."

Speaking for the union, Mr. MacKay said that the employees "are free to ask questions and discuss any problems that will help create better management-employee relations." The one exception is written grievances. The union members refer to their joint consultation as "progress-report meetings."

Consumer, April 1967

The consumer price index (1949 = 100) increased 0.9 per cent to 147.8 at the beginning of April from 146.5 in March. It was 3.2 per cent higher than the April 1966 figure of 143.2.

In the current period all components showed increases.

The food index increased 0.5 per cent to 144.0 from 143.3. Higher prices were reported for butter, eggs, carrots, tomatoes, celery, lettuce, canned and frozen vegetables, canned fruits, beef roasts and weiners; decreases were recorded for coffee, tea, lard, shortening, citrus fruits, bananas, fruit juices, round steak, most pork cuts, lamb, veal and poultry.

The housing index advanced 1.1 per cent to 150.1 from 148.4 as a result of general increases in the shelter and household operation components. Higher rents, home-ownership costs and electricity rates contributed to the rise.

The clothing index rose 0.8 per cent to 131.9 from 130.8. Increased prices were reported for most items of men's, women's, and children's clothing, as well as for footwear and piece goods.

The transportation index moved up 0.9 per cent to 157.0 from 155.6; higher prices were recorded for new automobiles and for automobile operation items.

The health and personal care index rose 2.6 per cent to 190.0 from 185.2, reflecting higher fees for medical, dental, and optical services, pharmaceutical and personal care items. The recreation and reading index advanced 0.3 per cent to 164.2 from 163.7. Small increases in prices for sporting equipment, bicycles, toys and newspapers outweighed decreases in the price of radios and television sets. The tobacco and alcohol index rose 0.2 per cent to 127.7 from 127.5.

Group indexes a year ago in April were: food 143.7, housing (shelter and household operation) 143.8, clothing 125.3, transportation 150.7, health and personal care 179.2, recreation and reading 157.6, and tobacco and alcohol 125.0.

City Consumer, April 1967

The consumer price indexes (1949 = 100) advanced between March and April in all ten regional cities. The rising price movements ranged from 1.2 per cent in Montreal to 0.3 per cent in Ottawa and Saint John.

Food indexes remained unchanged in St. John's and Montreal and rose in the remaining eight cities. Increases ranged from 1.6 per cent in Edmonton-Calgary to 0.2 per cent in Ottawa and Toronto. Housing indexes rose in all cities except Ottawa, which remained unchanged. The clothing indexes of all ten cities advanced. Transportation index movements were higher in four cities, lower in four, and constant in two. There were increases in the health and personal care indexes in all cities, ranging from 4.7 per cent in St. John's and Vancouver to 0.6 per cent in Edmonton-Calgary. Recreation and reading index movements were higher in four cities, lower in three, and unchanged in three. Tobacco and alcohol indexes were higher in four cities and unchanged in six.

Regional consumer price index point changes between March and April were: Montreal +1.7 to 147.0; Vancouver +1.3 to 142.5; Toronto +1.2 to 149.6; Edmonton-Calgary +1.0 to 137.9; St. John's* +0.9 to 128.7; Saskatoon-Regina +0.9 to 138.5; Halifax +0.6 to 140.2; Saint John +0.5 to 144.0; Winnipeg +0.5 to 141.6; Ottawa +0.4 to 145.7.

Wholesale, March 1967

The general wholesale index (1935-39 = 100) declined 0.2 per cent in March to 262.0 from the February index of 262.6, but was 1.3 per cent higher than the March 1966 index of 258.6. Four of the eight major group indexes were lower, and four advanced.

The animal products group index declined 1.3 per cent to 290.6 from the February index of 294.5. The chemical products group index moved down 0.4 per cent to 209.9 from 210.7 as a result of price decreases for soaps and detergents.

A decrease of 0.3 per cent to 230.1 from 230.8 in the vegetable products group index reflected lower prices for sugar and its products, fresh fruits, tobacco and potatoes. The iron products group index declined slightly to 272.5 from 272.9. Increases for miscellaneous cotton products, and woollen hosiery and knit goods, were responsible for a rise of 0.6 per cent in the textile products group index to 251.4 from 249.8. The non-metallic minerals products group index advanced 0.4 per cent to 197.7 from 197.0.

Increases of 0.2 per cent or less occurred in two major group indexes—wood products to 343.0 from 342.2, and non-ferrous metals products to 236.6 from 236.5.

*On base June 1951 = 100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) increased 0.8 per cent to 243.9 from 241.9 in the three-week period March 31 to April 21. The animal products index moved up 2.1 per cent to 317.7 from 311.3 and the field products index declined 1.4 per cent to 170.1 from 172.5.

U.S. Consumer, March 1967

The United States consumer price index (1957-59 = 100) rose by 0.2 per cent between February and March. The index in March was 115.0; for February it was 114.8.

More than half of the increase in March was accounted for by the continued rise in the prices of most services.

In the five-month period ended in March, the index rose an average of one tenth of a point a month, which was less than in the year ended last November, when the increase averaged a little more than three tenths of a point a month.

British Retail, March 1967

The British index of retail prices (Jan. 16, 1962 = 100) was 118.6 at March 21, 1967, the same figure as at February 21. At March 22, 1966 it was 114.6.

Reduction in the prices of eggs were offset by increases in the average prices of some fresh vegetables, fruit and meat. The index for the food group as a whole was unchanged at 117.5.

In the transport and vehicles group as a whole, the index fell by nearly one half of 1 per cent to 110.8, compared with 111.2 in February. The services group for the index rose by nearly one half of 1 per cent to 125.4, compared with 124.9 in February.

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		000's		
TOTAL CIVILIAN LABOUR FORCE*	April 22	7,490	0.0	+3.3
Employed	April 22	7,125	+0.5	+2.5
Agriculture	April 22	504	+9.3	−2.5
Non-agriculture	April 22	6,621	−0.1	+2.9
Paid workers	April 22	6,103	−0.1	+3.5
At work 35 hours or more	April 22	5,943	+1.8	+2.2
At work less than 35 hours	April 22	976	−5.6	+8.3
Employed but not at work	April 22	206	−5.9	−11.2
Unemployed	April 22	365	−8.8	+22.5
Atlantic	April 22	60	−6.3	+15.4
Quebec	April 22	131	−14.4	+12.0
Ontario	April 22	100	−6.6	+61.3
Prairie	April 22	33	−3.0	+3.1
Pacific	April 22	41	−2.4	+17.1
Without work and seeking work	April 22	334	−7.7	+21.9
On temporary layoff up to 30 days	April 22	31	−18.4	+29.2
INDUSTRIAL EMPLOYMENT (1961 = 100)	January	119.3	−0.8	+4.3
Manufacturing employment (1961 = 100)	January	122.1	+0.5	+2.5
IMMIGRATION	1st Qtr. 1967	43,989	—	+43.2
Destined to the labour force	1st Qtr. 1967	24,334	—	+52.2
STRIKES AND LOCKOUTS				
Strikes and lockouts	April	75	+19.0	−30.6
No. of workers involved	April	17,579	+3.9	−65.4
Duration in man days	April	151,690	+67.9	−65.6
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	January	$99.46	+3.6	+6.0
Average hourly earnings (mfg.)	January	$2.32	+0.4	+5.9
Average hours worked per week (mfg.)	January	40.1	+4.2	−2.0
Average weekly wages (mfg.)	January	$93.08	+4.3	+3.8
Consumer price index (1949 = 100)	April	147.8	+0.9	+3.2
Index numbers of weekly wages in 1961 dollars (1961 = 100)	January	110.6	+4.2	+1.0
Total labour income 000,000	January	$2,506	+0.4	+10.9
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	February	282.1	+3.9	+3.0
Manufacturing	February	248.1	+5.2	+1.6
Durables	February	256.7	+4.0	+1.1
Non-durables	February	240.9	+6.4	+2.1
NEW RESIDENTIAL CONSTRUCTION†				
Starts	March	5,372	+46.3	−17.1
Completions	March	8,200	+16.4	−38.2
Under construction	March	61,864	−4.4	−31.2

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

Employment and Unemployment in April

Employment increased by 36,000 to 7,125,000 between March and April, a less-than-normal increase for this time of year. The labour force, at 7,490,000 in April, was 242,000, or 3.3 per cent, higher than a year earlier. Employment was 175,000 higher than in April 1966.

Unemployment declined seasonally by 35,000 during the month from 400,000 to 365,000, but was 67,000 higher than a year earlier.

Unemployment in April represented 4.9 per cent of the labour force, compared with 4.1 per cent in April 1966 and 5.3 per cent in April 1965. The seasonally adjusted unemployment rate in April 1967 was 3.9 per cent.

Employment

Employment, at 7,125,000, increased by 36,000 from March to April. The decline of 21,000 during the month in the Prairie region was mainly among part-time workers. Increases occurred in all other regions except British Columbia, where there was little change.

Compared with a year earlier, substantial increases were recorded in community, business and personal service, transportation, communication and other utilities, and manufacturing. There were relatively small employment declines in farming and construction.

The number of employed women rose from 2,119,000 to 2,221,000, or 4.8 per cent, from April 1966 to April 1967. The increase in the employment of men in the same period was 1.5 per cent—from 4,831,000 to 4,904,000.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days—instead of the previously requested period of 14 days—to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Unemployment

Unemployment, at 365,000, was 35,000 lower than a month ago and 67,000 higher than in April 1966.

Of the total unemployed, 245,000, or about two-thirds, had been unemployed for less than four months. Of the remainder, 85,000 had been unemployed for four to six months and 35,000 for seven months or more.

Wage Schedules Prepared In March

During March, the Department of Labour prepared 316 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and other services. In the same period, 86 contracts in these categories were awarded. In addition, 70 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St. Lawrence Seaway Authority and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
DDP	179	$1,771,604.00
Post Office	7	394,163.40
RCMP	18	855,802.46
Dot	6	35,477.45

During March, the sum of $12,855.18 was collected from 35 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 442 workers concerned.

Insurance Registrations And Other UIC Statistics

On February 28, insurance books or contribution cards had been issued to 5,283,684 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1966.

By month-end, 352,967 employers were registered, an increase of 6,673 since last January.

Enforcement Statistics

During February, 10,440 investigations were conducted by enforcement officers across Canada. Of these, 7,837 were spot checks of claims to verify the fulfilment of statutory conditions, and 922 were miscellaneous investigations. The remaining 1,681 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were began in 347 cases, 146 against employers and 201 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 617.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled $32,967,532.32 compared with $38,399,-278.92 in January and $32,517,818.40 in February 1966.

Benefits paid in February totalled $43,530,943.67 compared with $41,322,-511.33 during the previous month and $44,299,219.43 during February 1966.

The balance in the Fund on February 28 was $273,465,842.69. On January 31 it was $284,029,253.84; and on January 31, 1966 it was $150,138,385.98.

*These do not necessarily relate to the investigations conducted during this period.

Certification and Other Proceedings Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for three days during April. The Board granted 10 applications for certification, rejected five, and ordered three representation votes. The Board granted one request for a review of an earlier decision and denied one similar request. During the month, the Board received, 15 applications for certification and one application for revocation of certification.

Applications for Certification Granted

1. International Association of Machinists and Aerospace Workers on behalf of a unit of traffic department employees of TransAir Ltd., St. James, Man. (L.G., Apr., p. 246).

2. *Syndicat des employés de Transport de St. Rémi* on behalf of a unit of employees of *Houle Express Ltée.*, St. Rémi, Que. (L.G., Apr., p. 246).

3. Atomic Energy-Draftsmen Local 1645, CLC, on behalf of a unit of certain technical employees of Atomic Energy of Canada Limited employed at its Sheridan Park Research Centre, Clarkson, Ont. (L.G., Apr., p. 246).

4. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Calgary Television Ltd. employed at Television Station CHCT-TV, Calgary, Alta. (L.G., Apr., p. 246).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of office employees employed at Port Arthur, Ont. by Manitoba Pool Elevators of Winnipeg, Man. (L.G., Apr., p. 246).

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of office employees employed at Port Arthur, Ont. by Richardson Terminals Limited of Winnipeg, Man. (L.G., Apr., p. 247).

7. *Syndicat National des Employés des Minoteries Phenix (CSN)* on behalf of a unit of employees of Eastern Canada Flour Mills Ltd., Montreal, Que. (L.G., May, p. 308).

8. United Brotherhood of Carpenters and Joiners of America, Local 2736, on behalf of a unit of millwrights employed at Whitehorse, Y.T. by G.M. Gest, Contractors Limited, Calgary, Alta. (L.G., June, p. 364).

9. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Humphrey Construction Ltd., North Vancouver, B.C. comprising employees classified as crane operator, mechanic, welder and shop helper employed at Clinton Creek, Y.T. (L.G., June, p. 364).

10. International Association of Machinists and Aerospace Workers, Lodge No. 692, on behalf of a unit of machinists employed by Humphrey Construction Ltd., North Vancouver, B.C., in the Clinton Creek area of the Yukon Territory (L.G., June, p. 364).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, *Les Messageries de la Côte Nord Ltée* (North Shore Shipping Lines Ltd.), Duvernay, Que., respondent (unlicensed personnel), and International Union of District 50, United Mine Workers of America, intervener (L.G., Apr., p. 246). The application was rejected for the reason that the Board found that the respondent had sold the *M. V. Prince Ungava* and was no longer the employer of the employees aboard the said vessel.

2. *Syndicat National des Employés de la Banque Canadienne Nationale (CSN)*, applicant, and *Banque Canadienne Nationale*, Montreal, Que., respondent (L.G., Feb., p. 128) (Reasons for Judgment issued).

3. Canadian Air Line Pilots' Association, applicant, and Central Airways/Wong Aviation Limited, Toronto, Ont., respondent (L.G., May, p. 308). The application was rejected for the reason that it was not supported by a majority of employees eligible to cast ballots in the representation vote conducted by the Board.

4. Seafarers' International Union of Canada, applicant, and the Pelee Shipping Company, Limited, St. Thomas, Ont., respondent (L.G., Apr., p. 246). The application was rejected after the Board denied a request for its withdrawal.

5. Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local 351, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Canadian Pacific Railway Company (Communications Department, Vancouver, B.C.), respondent, and the Commercial Telegraphers' Union, Canadian Pacific Division No. 1, intervener (L.G., Apr., p. 247). The application was rejected for the reason that the proposed unit was not appropriate for collective bargaining.

Representation Votes Ordered

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and McCabe Grain Company Limited, Winnipeg, Man., respondent (office employees at Port Arthur, Ont.) (L.G., Apr., p. 246) (Returning Officer: A. E. Koppel).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, United Grain Growers Limited, Winnipeg, Man., respondent (office employees at Port Arthur, Ont.) (L.G., Apr., p. 247) and Walter T. Biggar, *et al.*, interveners (Returning Officer: A. E. Koppel).

3. Chauffeurs, Teamsters, and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Smeed's Moving & Storage Ltd., Regina, Sask., respondent (L.G., May, p. 309) (Returning Officer: A. E. Koppel).

Requests for Review

1. The Board refused a request by the Association of Radio and Television Employees of Canada for review of the certificate issued by the Board on June 25, 1953, which certified it as bargaining agent for a unit of certain employees of the Canadian Broadcasting Corporation (L.G., Feb., p. 129). The request was denied for the reason that the incumbent of the affected classification of International Service representative was not, in the opinion of the Board, an employee within the meaning of the Industrial Relations and Disputes Investigation Act.

2. The Board granted a request by the Canadian Brotherhood of Railway, Transport and General Workers for a review of a certificate issued on July 27, 1964 covering certain employees of the St. Lawrence Seaway Authority (L.G., June, p. 364) and varied the existing bargaining

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

unit to cover the Construction Branch of the Seaway Authority instead of the Twinning Project at the Welland Ship Canal, pursuant to an organizational change in the operation.

Applications for Certification Received

1. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Radio 1540 Limited, Toronto, Ont. (CHIN) (Investigating Officer: S. Emmerson).

2. *Syndicat des employés de la Banque d'Épargne de la Cité et du District de Montréal* on behalf of a unit of employees of *la Banque d'Épargne de la Cité et du District de Montréal* (Investigating Officer: R. L. Fournier).

3. International Association of Machinists and Aerospace Workers on behalf of a unit of traffic employees of Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: W. J. Gillies).

4. International Longshoremen's Association on behalf of a unit of employees of Eastern Canada Stevedoring (1963) Limited, Montreal, Que., comprising workers classified as maritime clerks and timekeepers employed at docks in Montreal (Investigating Officer: R. L. Fournier).

5. International Longshoremen's Association on behalf of a unit of employees of Brown & Ryan Limited, Montreal, Que., comprising workers classified as maritime clerks and timekeepers employed at docks in Montreal (Investigating Officer: R. L. Fournier).

6. Chauffeurs, Teamsters and Helpers' Union Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Deruth Transport Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

7. Chauffeurs, Teamsters and Helpers' Union Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of J. Kearns Transport Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

8. Chauffeurs, Teamsters and Helpers' Union Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Walco Trucking Ltd., Regina, Sask. (Investigation Officer: A. E. Koppel).

9. Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Transit Tankers and Terminals Ltd., Montreal Que. (Investigating Officer: R. L. Fournier).

10. *Syndicat des Employés du Transport d'Anjou* on behalf of a unit of employees of *Transport d'Anjou Inc.*, Rivière-du-Loup, Que. (Investigating Officer: R. L. Fournier).

11. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on a log barge by Island Tug and Barge Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

12. Letter Carriers' Union of Canada on behalf of a unit of employees of J. Dykes, Mail Contractor, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

13. Letter Carriers' Union of Canada on behalf of a unit of employees of Jessiman Brothers Cartage, St. James, Man. (Investigating Officer: A. E. Koppel).

14. International Longshoremen's Association, Local 1930, on behalf of a unit of employees of Three Rivers Elevators Ltd., Trois-Rivières, Que. (Investigating Officer: R. L. Fournier).

15. International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees of Anvil Mining Corporation, Whitehorse, Y. T. (Investigating Officer: D. H. Cameron).

Application for Revocation Received

Piette Transport Inc., Joliette, Que., applicant, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application is for the revocation of the Board's order of April 12, 1962 certifying the respondent union as bargaining agent for a unit of truck drivers and labourers employed by the company (L.G. 1962, p. 653).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Conciliation and Other Proceedings

Before the Minister of Labour

By the Conciliation and Arbitration Branch

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Reimer Express Lines Limited (Toronto Terminal) and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

2. Canadian Pacific Air Lines, Limited, Vancouver, and Lodge 3016, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe).

3. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

4. Bristol Aviation Services, Montreal International Airport, and Lodge 869, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

5. Canadian National Railways (Canadian National Newfoundland Steamship Service and Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officers: H. R. Pettigrove and D. T. Cochrane).

6. National Harbours Board (Prescott Elevator — casual employees) and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae).

7. Northern Industrial Carriers Ltd., Edmonton, Alta., and Locals 362 and 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

8. General Enterprises Limited, Whitehorse, Y.T., and Local 115, International Union of Operating Engineers (Conciliation Officer: D. H. Cameron).

9. B. C. Towboat Owners' Association, and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

Settlements by Conciliation Officers

1. Maple Leaf Mills Limited, Calgary, and Local 1145, United Packinghouse, Food & Allied Workers (Conciliation Officer: D. H. Cameron) (L.G., June, p. 364).

2. Reimer Express Lines Limited (Toronto Terminal) and Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (ese above).

3. Canadian Pacific Air Lines, Limited, Vancouver, and Lodge 3016, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe) (see above).

4. Toronto, Hamilton and Buffalo Railway Company, and Brotherhood of Railroad Trainmen (Conciliation Officer: T. B. McRae) (L.G., June, p. 364).

5. Atomic Energy of Canada Limited, Pinawa, Man., and Local 308, Building Service Employees' International Union (Conciliation Officer: A. E. Koppel) (L.G., May, p. 310).

6. B. C. Air Lines Limited, Vancouver International Airport, and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 310).

7. Allied Aviation Service Company of Newfoundland, Limited, and Lodge 927, International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies) (L.G., May, p. 310).

Conciliation Boards Appointed

1. Canadian Pacific Air Lines, Limited, Vancouver, and Lodge 764, International Association of Machinists and Aerospace Workers (L.G., June, p. 364).

2. Canadian Lake Carriers' Negotiating Committee (26 companies) and Seafarers' International Union of Canada (L.G., June, p. 364).

3. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L.G., June, p. 365).

4. Atomic Energy of Canada Limited, Pinawa, Man., and Lodge 608 of the International Association of Machinists and Aerospace Workers (L.G., May, p. 310).

5. Canadian National Railways (Borden—Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L.G., May, p. 310).

Conciliation Board fully Constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Railways (Borden—Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (see above) was fully constituted in April with the appointment of Magistrate Nathan Green, Q.C., Halifax, as Chairman. Mr. Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. William Cox, Q.C., Halifax, and union nominee Angus McLeod, Saint John.

Board Report Received

Pacific Western Airlines Limited (I.F.R. pilots), Vancouver International Airport, and Canadian Air Line Pilots' Association (L.G., May, p. 310).

Settlements After Board Procedure

1. Pacific Western Airlines Limited (I.F.R. pilots), Vancouver International Airport, and Canadian Air Line Pilots' Association (see above).

2. Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (Dining Car Service Employees) (L.G., June, p. 365).

Dispute Lapsed

MacCosham Van Lines Limited, Kingston, and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb., p. 129).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

By the Legislation Branch

Legal Decision Affecting Labour

The Manitoba court of Queen's Bench has assumed jurisdiction to review, on notice of motion, the decision of a non-statutory arbitration board to protect property and civil rights

The Manitoba Court of Queen's Bench has assumed jurisdiction to review, on notice of motion, the decision of a non-statutory arbitration board to protect property and civil rights.

On November 17, 1966 Mr. Justice Dickson of the Manitoba Court of Queen's Bench, in dismissing an application to set aside an award of arbitrators under a collective agreement that prevented the integration of a company's retirement pension plan with the Canada Pension Plan, held that the court may assume jurisdiction to review, on a notice of motion under the Queen's Bench Act, an award of an ordinary private arbitration board set up by the parties to a collective agreement in order to protect property and civil rights.

Circumstances of Dispute

The Hudson Bay Mining and Smelting Company Limited had a collective agreement with Flin Flon Base Metal Workers' Federal Union 172 effective on September 16, 1965 for a period of two years.

Art. XXIII of the agreement dealt in Sec. 1 with grievance procedure and arbitration. Regarding arbitration, the agreement provided that the decision of a majority of the arbitration board shall be final and binding on the parties, "subject to the condition that the decision shall not, without the consent and approval of the parties hereto, rescind or amend any of the terms or conditions of this collective bargaining agreement, but shall be in general accord with the scope and terms thereof" (Art. XXIII, Sec. 3).

Art. XIV of the agreement read:

> The Company agrees to continue, in accordance with the terms of the present agreements, its support to the welfare plan now available to the employees, namely:

Then followed a list of plans including "Retirement Pension Plan." Under the pension plan, the company was allowed to change or discontinue its retirement pension plan at any time if, in the company's opinion, conditions required it.

The company's pension plan, as revised on January 1, 1964, required employees to contribute 3 per cent of their earnings, and the company to pay the balance necessary to provide an annual pension equal to 45 per cent of the employees' total contributions. With the inception of the Canada Pension Plan (effective January 1, 1966), the company proposed to integrate its plan with the Government's.

As the Canada Pension Plan required the contribution of 1.8 per cent of each employee's earnings, the company proposed to take the government pension contributions out of the contributions deducted for the company plan, rather than deduct extra contributions from the employees. The result was that, instead of 3 per cent of an employee's salary going to the company plan, 1.2 per cent would go to that plan, while 1.8 per cent went to the Canada Pension Plan. Consequently an employee would receive under the new arrangement a reduced pension under the company plan, but he would also receive in due course a pension under the Canada Pension Plan.

Arbitration Award

The unions concerned objected to the company's proposals, and the dispute went to arbitration under the provisions of the collective agreement dealing with "grievances other than a personal grievance that concern the interpretation, application or administration of the contract." In particular, the unions alleged that the company violated the collective agreement by discontinuing its support to the company's pension plan under the terms provided in the agreement.

The majority of the arbitration board interpreted Art. XIV of the collective agreement as agreement by the company to continue its support of the company's welfare plans as they were—effective September 16, 1965, the effective date of the agreement. The board therefore directed that the company retirement plan be reinstated as it was before the introduction of the Canada Pension Plan.

Application to Quash Award

The company brought a motion before the court to set aside the arbitration award on the ground of excess of jurisdiction. The issue before the court was whether, under the terms of collective agreement, the company was entitled to "integrate" its retirement pension plan with the Canada Pension Plan, or whether both plans should be "stacked."

The company claimed that the arbitration board failed to construe certain words in Art. XIV—"in accordance with the terms of the present agreements"—as being one of the terms that permitted the company to change or discontinue its pension plan at any time if, in the sole opinion of the company, conditions required. It was alleged that the board's award amended Art. XIV by deleting the words "in accordance with the terms of the present agreements" and substituting "without change", contrary to Art. XXIII, Sec. 3, which stipulates that a decision of the arbitration board shall not "rescind or amend any of the terms of this collective agreement." Consequently, the company argued that, because the arbitration award constituted an error in law and was in excess of the board's jurisdiction, therefore the award was invalid.

Arbitration Award Valid

Mr. Justice Dickson upheld the validity of the arbitration award that the company's pension plan should be reinstated. In his view, the board of arbitration was properly constituted. The members of the board had been directed to deal with the question of the interpretation of Art. XIV.

In Mr. Justice Dickson's opinion, the award did not go beyond that question, and the interpretation given by the board was one that the language of Art. XIV might reasonably bear.

Certiorari and Non-statutory Tribunal

Mr. Justice Dickson noted that the Parliament of Canada had declared that the works and undertakings of the Hudson Bay Mining and Smelting Co. Limited, in the Flin Flon mineral area located on both sides of the boundary between Manitoba and Saskatchewan, were works for the advantage of two or more of the provinces (Statutes of Canada, 1947, c. 62). The Federal Industrial Relations and Disputes Investigation Act therefore applied to the labour-management relations of the company in question, he said. Under Sec. 19(1) of that Act, every collective agreement must contain a provision for final settlement, without stoppage of work, by arbitration or otherwise, of all differences between the parties concerning its meaning or violation.

Mr. Justice Dickson stated that, since the judgment of the Supreme Court of Canada, in *Re Crown Office Rules Act, Certiorari Proceedings (B.C.); Howe Sound Co. v. Int. Union of Mine, Mill and Smelter Workers (Canada) Local 663* (L.G. 1962, p. 952), it is clear that *certiorari* is not available against ordinary private arbitration boards set up, as in the case at bar, by agreement of the parties. Further, the Ontario Court of Appeal, in *Re Etmanski and Taggart Service Ltd.* (L.G. 1966, p. 378), held that parties subject to the Industrial Relations and Disputes Investigation Act are precluded from invoking the relief afforded by a provincial arbitration Act.

The company, in applying for a motion to quash the award, relied upon sec. 62(8) of the Queen's Bench Act and upon Q.B. R.R. 536 and 537.

Mr. Justice Dickson referred to *Barnard v. National Dock Labour Board* (1953) 2 Q.B. 18, (1953) 2 WLR 995 and quoted the following statement by Denning, L.J. at p. 41:

> I know of no limit to the power of the court to grant a declaration except such limit as it may in its discretion impose upon itself; and the court should not, I think, tie its hands in this matter of statutory tribunals. It is axiomatic that when a statutory tribunal sits to administer justice, it must act in accordance with the law. Parliament clearly so intended. It the tribunal does not observe the law, what is to be done? This remedy by *certiorari* is hedged round by limitations and may not be available. Why, then, should not the court intervene by declaration and injunction? If it cannot so intervene, it would mean that the tribunal could disregard the law, which is a thing no one can do in this country.

Mr. Justice Dickson held that "where injustice is done by a non-statutory arbitration board, there must be some means whereby an aggrieved party can reach the courts and obtain redress. The power of the court to intervene in a proper case is founded on its jurisdiction to protect property and civil rights." He added further that, where the rights of the parties (as in the case at bar) depend on the construction of an agreement, and there are no material facts in dispute, the procedure under R. 537 may be adopted, instead of an action for declaratory judgment.

Mr. Justice Dickson held that the application, by originating a notice of motion to bring the matter before the court, was available to the company. For the reasons stated above, however, the company's motion was dismissed. *Hudson Bay Mining and Smelting Co. Limited v. Flin Flon Base Metal Workers' Federal Union No. 172 et al.* (1967) 58 W.W.R., Part 3, p. 165; 66 CLLC, para. 14, 166.

Recent Regulations under Provincial Legislation

Three minimum wage orders were revised in British Columbia and a new wage schedule was issued for building construction workers in rural Manitoba

Ontario issued apprenticeship regulations for ironworkers, and Quebec established new grievance procedures for civil servants

In British Columbia, three new orders for the hotel and catering industry, elevator operators and starters, and employees in the laundry, cleaning and dyeing industries, increased the minimum wage from $1 to $1.25 an hour

An interim rate of $1.10 an hour was set for hotel workers, effective May 1, and for elevator operators and starters, and employees in the laundry, cleaning and dyeing industries, effective June 5. This interim rate will be increased to $1.25 an hour on November 1, 1967.

MANITOBA

Construction Industry Wages Act

A new wage schedule for building construction employees in rural Manitoba, Brandon, Portage la Prairie and Flin Flon, went into force on May 1.

In rural Manitoba, hourly rates for journeymen, helpers and labourers were increased by 15 cents to $2, $1.70 and $1.50. A minimum of $1.25 an hour was set for employees under the age of 18.

For building construction employees in Brandon, Portage la Prairie and Flin Flon, rates are again fixed on an occupational basis. They have been increased by varying amounts, and now range from $3.70 an hour for journeymen electricians to $1.25 an hour for watchmen, flagmen, and employees under 18. The minimum for building labourers was increased from $1.50 to $1.80 an hour. Men whose jobs are unclassified must now be paid at least $1.65 an hour.

All rates in this schedule are again based on a standard work week of 48 hours, and time and one half the regular rate must be paid for overtime. As formerly, upon the application of the project manager, and with the consent of the employees concerned, the Department of Labour may permit employees in a work camp to work up to 60 hours a week at straight-time rates.

ONTARIO

Apprenticeship and Tradesmen's Act, 1964

The first apprenticeship regulations issued in Ontario for the trade of ironworker, O. Reg. 122/67, were gazetted April 15.

The apprenticeship training program established for this trade consists of three periods of 2,000 hours each.

The minimum age, 17 years, is higher than that in most apprenticeable trades. Applicants must also submit medical certificates stating that they are in good physical condition. They must also be capable of working at heights commonly experienced in the trade.

An apprentice ironworker must enter into a contract of apprenticeship with the local apprenticeship committee for the

trade. This committee will be responsible for a periodic review of his progress. The Department of Labour will give every registered apprentice a progress record book in which he must record his work experience and related training time for submission to the local committee.

The ratio of apprentices to journeymen is one to seven, unless the employer is engaged solely in curtain wall or ornamental or miscellaneous ironwork, in which case the ratio is one to five.

During the first 1,000 hours of his apprenticeship, the basic rate of wages payable to an apprentice ironworker is 60 per cent of the basic rate of wages, or its equivalent, for a journeyman employed by the same employer in the trade and with whom the apprentice is working. The rate must be increased to 70 per cent of the journeyman's wage during the second 1,000 hours, and to 75 per cent during the third. The rates for the three remaining periods of 1,000 hours each are 80, 85 and 90 per cent.

QUEBEC

Civil Service Act

New regulations under the Quebec Civil Service Act have established a two-stage grievance procedure to hear complaints regarding classification. The new provisions (O.C. 733), gazetted April 15 went into force on March 23.

The provisions apply to employees covered by collective agreements entered into by the Quebec Government and the *Syndicat des Fonctionnaires provinciaux du Québec* and the *Syndicat des agents de la paix*, as well as persons who would normally be part of these units if not excluded by the Labour Code.

The first stage in the appeal procedure is an *ad hoc* fact-finding committee composed of a government representative and a representative of the employee's union. If the employee is in an exempted category, he may name his own representative. This committee must submit a report to the Civil Service Commission.

The second stage in the procedure concerns the Commission. If the committee's report is unanimous, the Commission will render a decision based on this report. If the committee's decision is not unanimous, a member of the Commission, or another authorized person, will make a further inquiry into the complaint before a final decision is made by the Commission.

According to press reports, the new procedure was established because the *Syndicat des Fonctionnaires provinciaux du Québec*, which complained that the former method of handling such grievances was not adequate, had threatened to stage a general strike in May if the process was not improved.

Decision of the Umpire Under the Unemployment Insurance Act

CUB 2665

The claimant filed an initial claim for benefit on December 20, 1965 and registered for employment as a cook. He stated that he had last worked as a maintenance man at a salary of $2 an hour from June 1964 to December 15, 1965, when he was dismissed because of a "reduction of personnel." He added that he was "capable of, and available for, work."

On April 1, 1966 the claimant refused to apply for employment as head cook at a hotel to which he was directed by the local office. This was permanent daytime employment at "usual kitchen" hours. According to the employment officer, the salary offered, $425 a month, including board and room, was the prevailing rate in the area. The place of employment was 500 miles from the claimant's home and accessible by plane. Transportation cost $45 one way.

The reasons given by the claimant for refusing were that the place of employment was too remote and the salary offered was not high enough.

The local office commented that the employment seemed appropriate and that the claimant did not seem "anxious to work."

In reply to a letter sent to him by the local office concerning his refusal of this offer of employment, the claimant stated that he was still ready to work as a cook nearer home, that he would accept a minimum salary of $100 a week, and that a "cook's normal" salary was $135 a week, including board."

The employment officer added the information that the claimant had owned a restaurant for about 15 years and that the only time he had worked as an employee he had earned $100 a week.

The insurance officer informed the claimant that he was disqualified from receiving benefit from April 3 to May 14, 1966 because he had, without good cause, refused to apply for suitable employment in accordance with the Act.

On April 25, 1966, the claimant appealed to the board of referees on the grounds that the employment offered him was 500 miles from his home; that the means of transportation was by plane at a cost of $90 for the round trip; that the salary offered was not sufficient; and that he had a family and was a property owner in the place where he lived.

The board of referees heard the case, unanimously upheld the insurance officer's decision, and dismissed the claimant's appeal on the grounds that:

- –the claimant's period of unemployment had been long;
- –the employment was permanent, and the salary of $425 a month including board and room was a normal salary in the area;
- –the claimant had had sufficient time to adapt to the labour market and there was no evidence that he had made personal efforts to find employment while unemployed;
- –the claimant had 15 years of experience as a cook and the employment was therefore appropriate.

The claimant then asked the chairman of the board of referees for leave to appeal to the Umpire on the ground that the board of referees had failed to take into consideration the reasons he had given for refusing the employment offered. The chairman of the board of referees granted him leave to appeal "in view of the contention . . . that the board . . . erred in its appraisal of the facts."

Considerations and Conclusions

The unanimous decision of the board of referees is in accordance with the jurisprudence established by the Umpire's decisions in several similar cases, in particular in decision CUB-1680, which concerns a married woman who refused employment that would have forced her to live elsewhere than at the couple's home.

In this decision, the Umpire substantially declared that the grounds for refusal were of a purely personal nature, and that the undeniable right she had of refusing the employment could not in fairness be exercised at the expense of the Unemployment Insurance Fund.

The facts of the present case justify, up to a certain point, the application of the same principles. However, the distance, the price of the plane ticket, as well as the other inconveniences which would have resulted had the claimant accepted permanent employment . . ., such as the obligation of moving there and of interrupting the regular course of his children's studies, are extenuating circumstances of major importance and which I must take into consideration.

For these reasons, I decide to dismiss the claimant's appeal, but also to limit the disqualification from benefit to one week beginning April 3, 1966.

February Claimants 20,000 Higher than Total in January

By the Unemployment Insurance, Pensions and Manpower Section, Dominion Bureau of Statistics

Claimants for unemployment insurance benefit at the end of February 1967 totalled 552,000, an increase of 4 per cent or 20,000 more than the total of 532,000 claimants in the month of January 1967, and 22,000 more than the February 1966 total of 530,000.

While the number of regular claimants in February 1967 remained stationary, the month-to-month increase was due to an increase in seasonal benefit claimants. There were approximately 34,000 more regular benefit claimants in February 1967 than in February 1966, while claimants for seasonal benefit declined by 12,000.

Although there was a general increase in the number of both male and female claimants, compared with claimants in the month of February 1966, the rise in female claimants showed a sharp increase of 10 per cent, compared with 2 per cent in the number of male claimants. There was an average decline of 9 per cent in the number of claimants in the Prairie Provinces that was offset by an average rise of 10 per cent in the Provinces of British Columbia, Ontario, and Nova Scotia. With the exception of the Prairie Provinces, the number of female claimants showed an increase in all provinces.

Male claimants in February 1967 increased 4 per cent and female claimants 2 per cent more than the total for January 1967. There was an increase of female claimants in all provinces except Quebec, which showed a decrease of approximately 6 per cent. There was a general increase of claimants in all provinces except British Columbia, which had a decrease of 4 per cent.

A total of 169,700 initial and renewal claims were filed in local offices across Canada during February, almost 85,000 fewer than the January total of 254,400. In February 1966 the total was 150,300. Claims arising out of separations from employment during the month accounted for 140,000 of the total, the balance of 29,000 being requests for re-establishment of credits, most of which are transitional from regular to seasonal benefit.

The average weekly number of beneficiaries during February was estimated to be 420,400 compared with 354,200 in January and 440,600 a year ago. Benefit payments during the month totalled $43.5 million, compared with $41.4 million in January and $44.3 million in February 1966. The average weekly payment was $25.89 in February, $25.96 in January and $25.14 in February 1966.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	Feb. 1967	Jan. 1967	Feb. 1966	Cumulative Data 1967: Jan. to Feb.	Cumulative Data 1967: 12 months ending Feb.
			000's		
Insured population as at month-end	—	4,638	4,506	—	—
Initial and renewal claims filed					
Total	170†	254†	150†	424	1,596†
Initial	128	201	119	329	1,200
Renewal	41	54	32	95	397
Claimants currently reporting to local offices	552	532	530	542*	318*
Beneficiaries (weekly average)	420	354	441	387*	232*
Weeks compensated	1,681	1,594	1,762	3,276	12,110
Benefit paid	$43,531	$41,383	$44,299	$84,913	$300,006
Average weekly benefit	$ 25.89	$ 25.96	$ 25.14	$ 25.92	$ 24.77

*Monthly Average.
†Discrepancy between totals and sub-totals is due to rounding.

Manitoba offers courses for married women

To accommodate married women with diminishing family responsibilities who wish to continue their education, the University of Manitoba is offering a two-day-a-week course leading to a master's degree in social work. The course starts in September, and may take as long as five years to complete.

Women's Bureau

Continued from page 408

wanted their daughters to depend on their husbands for a livelihood—an indication of how the French provinces differ from the Capital.

The *International Labour Review* survey concludes:

"So in France, as in most industrialized countries where the employment of women is an accepted fact, there can be no increase in the frequency of their employment, no greater prospects of advancement for them, unless priority attention is given to the development of collective services which will take charge of the children daily during the mother's whole period of work. Though attention should also be directed to other measures which French women consider urgent, as they themselves have pointed out (vocational training, a shorter working week, for example), the provision of public nurseries would much reduce fatigue among mothers who go out to work, and also give their children a better chance of development in a setting outside the family which would supplement but not replace the traditional family background."

Canadian Railway Office of Arbitration Releases Decisions in Four Disputes

Four disputes were dealt by the Canadian Railway Office of Arbitration at hearings in Montreal on April 10, 1967. They concerned disciplinary action against an engineer for ignoring radio instructions; disciplinary action against another engineer for overshooting the distance needed for back-up, causing two collisions; a crew's claim for additional miles at through-freight rates; and another crew's claim for guarantee payment for 100 miles at through-freight rates.

J. A. Hanrahan, the arbitrator, disallowed the four claims. Summaries of the four cases, Nos. 62, 63, 64 and 65, follow:

CASE No. 62

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers over 20 demerits imposed on an engineer for failing to acknowledge radio instructions concerning distance thereby causing a collision.

An engine had to be moved from a westward track to an eastward track by way of a crossover. After the proper switches on the eastward and westward tracks were set, the signalman, with a clear view of about 700 feet, radioed the engineman that he had a good ten car lengths for the back-up movement. At the start of the movement, a crew member saw another yard engine coming towards the eastward track, but his manual stop signals were not observed by either of the two engines, or by the radio signalman whose view was obstructed by the engine on the crossover. The two engines proceeded slowly towards each other until they collided 431 feet west of the crossover.

The company contended that when the trainman's hand signals could no longer be seen, the radio signalman should have ordered the engine stopped on the basis of a rule in the *Uniform Code of Operating Rules* that states:

> When cars are being pushed by an engine under control of hand signals, the disappearance from view of the member of the crew or lights by which signals controlling the movement are being given must be regarded as a stop signal.

The brotherhood protested the occasional replacement of the hand signal by the radio signal. They said that hand signals could convey immediately the presence of an emergency, but that radio signals depended on the evaluation of distance made by the person giving the signal.

The brotherhood pointed out that the engineer's estimate of a car length was closer to 55 feet. They contended that the instruction, "a good ten car lengths," was vague and misleading and came close to being "indecisive instruction."

Although the company conceded that the length of cars varies to some degree, they said that, for many years, train and engine crews have generally equated a car length with 45 to 50 feet, and that because of modern construction of longer cars, the latter figure was more generally accepted.

This rule-of-thumb measurement, however, was not relied on by the engineman, who stated that he had moved only eight car lengths before setting up the brake. In his own statement, he claimed to have made a comparison count from cars standing on an adjacent track. On analyzing this statement, the company pointed out that the crossover is 182.2 feet in length. When the car count was started at the point indicated in the engineman's statement, the engine had already backed up the equivalent of three car lengths, making a total of eleven car lengths. This indicated that the engineman had made no attempt to stop his engine within the maximum space specified by radio.

The arbitrator did not believe that the engineman had an adequate explanation for failing to carry out the radio instructions. His own statement, indicating the point at which the brakes were set, demonstrated his failure to consider the distance, thus indicating a lack of care in controlling the movement of his engine. For these reasons the grievance was dismissed.

CASE No. 63

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers over 10 demerits imposed on an engineer for overshooting the distance specified by radio for back-up movement.

During switching movement at a subdivision, a train crew was instructed to set out 55 cars in a 60-car storage track parallel to a main track. One of the cars, slated for through handling to a city, was located somewhere in the middle, making it necessary for the crew to handle 56 cars. To further complicate matters, a curvature from one main track to another made it necessary to signal all instructions by radio.

After the trainman riding the leading car asked a trainman on the ground how much room was needed to complete the set-out, he instructed the engineman to back up two car lengths. At the time, there was approximately four car lengths between the leading car and a derail at the storage track. When the movement had gone one car length, the leading car trainman radioed the engineman to stop; but when he realized that the movement was not going to stop in time, he called for emergency braking. There was no

response, and the movement continued for about four and one half car lengths, causing derailment of the leading car and the leading truck of the following car.

During the investigation, the engineman acknowledged receiving radio signals to back up two car lengths, but he said that he needed more power to keep the movement going. Immediately after opening the throttle, he heard the instruction to stop, he applied the brakes but the movement continued—"for not more than three car lengths," he recalled.

The brotherhood's spokesman contended that if hand signals had been used, the derailment might have been avoided. He pointed out that the engineman, in a practice condoned by the company, always repeated signals given to him by radio, but that when the emergency braking signal was given, he could not hear it because he was repeating the previous stop signal.

The company contended that the engineman had not adequately fulfilled his responsibility.

The arbitrator believed that the instruction to move two car lengths should have alerted the engineman to the necessity for caution; but in his own statement he claimed that he "did not realize that two car lengths were so critical." The arbitrator said that this could hardly be accepted as a reasonable excuse from someone with more than 20 years experience. He concluded that the company was right in its assessment of the trainman's lack of responsibility, and therefore dismissed the grievance.

CASE No. 64

Dispute between the Canadian National Railways (Great Lakes Region) and the Brotherhood of Railway Trainmen concerning the claim of a conductor and crew for an additional 17 miles at through freight rates.

On January 17, 1966 a conductor and crew manned a train that, on arrival at a station 2.7 miles from the main track switch connecting with the terminal yard track, entered a siding in order to clear an outgoing train. The train then proceeded to the terminal.

For the service performed, the conductor and crew submitted a time return of 164 miles at through-freight rates and six miles at way-freight rates, showing final terminal time as the time of arrival at 2335 hours to the off-duty time at 0135 hours. In making payment, the company reduced the miles to 147 at through-freight rates and six miles at way-freight rates, allowing final terminal time from 0100 hours, the time of arrival at the main track switch, to 0135 hours, the off-duty time.

The employees subsequently submitted claims for payment at 17 miles each at through freight rates of pay, which was the difference between the miles claimed and the miles paid. The payment of these claims was denied.

The principal matter to be determined in this claim is whether the station should be considered as part of the terminal.

The facts established that, on approaching the signal at the station, the crew was contacted by radio-telephone by both the yardmaster and the train despatcher, and advised to take the siding at the station because of congestion in the yard. Their instructions also stated that the outgoing train would not be ready to leave the terminal for an hour or more, during which time the train and crew were held at the station.

An article of the collective agreement states:

> Final arrival time will be paid for on the minute basis at pro rata rates (each 4.8 minutes to count as one mile) computed from the time engine reaches designated main track switch connecting with the yard track . . . Should train be delayed, time shall be computed from the time the engine reaches that point until time conductor registers off duty.

The brotherhood contended that the home signal at the station is a semaphore within the meaning of the word as contained in the article. Therefore, if the crew was unduly delayed at the objective terminal of the run, they should be paid a penalty or premium in the form of final terminal delay. The brotherhood argued that, when the terminal is congested, the penalty time payment is involved because the crew is not permitted to take the train into the yard.

The company contended that switching limits are related to yard service only, whereas terminals are concerned with road service only. It was stated that switching limits are established at points where yard engines are assigned, and these may or may not be terminal points.

The company argued that the article states that final terminal time will commence from the time the train begins to enter the yard at the final terminal. It was argued that the facts showed that the train had not reached a semaphore within the terminal yard, nor the yard limit board at the terminal, nor was it behind another train similarly delayed.

The company suggested that in this dispute, the brotherhood was attempting to have the extremities of a relatively small terminal extended one station beyond the terminal because that station happened to be within the same switching limits. If the brotherhood were successful in the attempt, it was maintained, there would be no criterion to apply at a terminal where switching limits did not exist.

The company stated that crews arriving at the terminal are paid on the minute basis from the time the engine reaches the main track switch connecting with the yard track. If the train should be delayed at the signal at that point, final terminal time is paid from the time the engine reaches the signal.

The brotherhood's principal position at the joint conference was that, because the station was within the switching limits of the terminal, it was within the terminal itself. The brotherhood's principal position at the hearing, however, was based on the fact that congestion in the yard was the important factor to be considered in interpreting the intention of the article of the collective agreement.

The arbitrator stated that the language of the article would have to be changed considerably before the interpretation placed upon it by the brotherhood could be made. As it exists, he said, there is nothing in it contemplating the reason for a delay. Final terminal time is computed from the time that the train reaches the point at which the designated main track switch connects with the yard track.

For these reasons, the claim was denied.

CASE No. 65

Dispute between Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railway Trainmen concerning the claims of a conductor and crew for 100 miles at through freight rates.

When a conductor and crew were assigned to work train service, their assignment was cancelled for Thanksgiving Day, October 11, 1965. Each employee received a holiday, with payment for 100 miles at through freight rates. In addition to the general holiday payment received, each employee claimed guarantee payment for 100 miles at through freight rates. Payment of the guarantee claims was denied.

The claim for the crew is based on an article of the collective agreement, which reads:

> Regularly assigned way freight, work and construction trainmen who are ready for service the entire month, and who do not lay off of their own accord, will be guaranteed not less than one hundred (100) miles, or eight (8) hours, for each calendar working day, exclusive of overtime (this to include legal holidays). The guarantee is predicated on the men being both ready for service the entire month, and entitled to the assignment the entire month, or for the portion of the month the assignment is in effect . . .

The reference to "holidays" at the end of the first sentence was said to be present in the 1929 edition of the collective agreement, although trainmen did not receive

holiday-with-pay benefits until 1965, when the general holiday article provided for eight paid holidays, including Thanksgiving Day.

The brotherhood contended that the general holiday article does not indicate that general holiday payments will replace the daily guarantee payment provided by the article cited above.

Anticipating that management would suggest that, because the general holiday article states that payments under this rule will be in addition to the monthly guarantee to employees in suburban service, and therefore implies it will not be paid elsewhere, the brotherhood quoted a statement made in Case No. 38 (L.G., Aug. 1966, p. 467). It stated: "It is the language that was inserted in the agreement that must govern."

Because, it was claimed, there is no specific language forbidding payment to other classes of road service, the available language must govern. Again quoting from Case No. 38, this portion was cited:

> . . . to read anything additional into this provision would be using arbitration as a means for extending the agreement [that] the parties have made, rather than interpreting and applying its existing provisions.

The company argued that the reference to holidays in the train guarantee rule was for the purpose of emphasizing that the guarantee provided cannot be reduced because one of the "calendar working days" is a general holiday on which no work was required to be performed. Therefore, it was claimed, the guarantee provision was not nullified merely by the fact that this holiday, one of the working days of the assignment, was a general holiday.

An analysis of the guarantee rule shows that one element of pay is to be excluded, namely, overtime. The minimum stipulated by the guarantee rule is to be in addition to any overtime earnings.

With reference to the general holiday Article 94, it was claimed that two sections only are concerned with guarantee provisions. They are:

> 9. Holiday payments under this article to employees in suburban services shall be in addition to the monthly guarantee. Further,
>
> 10. The provisions of this article will not result in a duplicate payment as a result of the application of Article 94.

The first of these two stipulates that holiday pay will be in addition to the guarantee to trainmen in suburban service alone. The latter provides that it will not be in addition to the guarantee for yardmen. From this, the company argued that, if holiday pay is not to be applied to the guarantee for work trainmen, either the work train guarantee rule or the general holiday article would have specifically made such an exception.

Because the train guarantee rule came into effect long before the general holiday article, the parties are presumed to have been aware of it when they wrote the later article. By providing only that holiday payments should be in addition to the monthly guarantee for those in suburban services, the principle *expressio unius est exclusio alterius* (the express mention of one thing implies the exclusion of another), in the arbitrator's opinion, had singular application to the interpretation to be placed upon the contents of the later article.

The arbitrator added that what was sought at the hearing was a type of pyramiding of benefits. In this respect, although the subject matter was overtime rather than a holiday premium, this portion of the judgment of His Honour, Judge Anderson, in a matter concerning Ault Milk Products and Retail, Wholesale Workers is of interest:

> If a contract is open to two interpretations, and one interpretation involves pyramiding of overtime and the other interpretation does not involve pyramiding of overtime, a Board of Arbitration, in the absence of specific wording in the contract, should accept the interpretation that does not provide for the additional penalty payment by reason of pyramiding overtime.

In the arbitrator's opinion, the basic principle stated in the foregoing judgment had application in the present case, because the parties had not indicated in the general holiday article any intention that a pyramiding of benefits flowing from its applicability should occur, over and above the monthly guarantee to other than those in suburban services.

For these reasons the claim was denied.

Civilian Rehabilitation

Continued from page 409

and New Jersey state vocational rehabilitation offices.

The plan is to make rehabilitation counsellors more aware of the opportunities in this field of work, and to overcome the lack of understanding by some laboratory directors of the potential ability of the handicapped. Better communication between hospital-based schools, and vocational rehabilitation offices should help achieve this aim.

The approved laboratory training schools are all located in hospitals, thus enabling students to observe and have access to real patients. Hospitals can provide the quantity and variety of pathological specimens needed to develop the laboratory skill and judgment so essential to the patients' treatment. The work requires honesty, patience, tact, and the ability to co-operate with others. The student must be able to organize work in a systematic and orderly fashion and to be painstakingly accurate.

Further reports will be issued as the project progresses, but it has already demonstrated the feasibility of employing disabled persons. In addition to increasing employment opportunities for the disabled, the study has unearthed a source of manpower to help relieve the shortages in the field of medical technology.

Information about opportunities and training programs in this work in Canada may be obtained from the Canadian Society of Laboratory Technologists, 99 Wentworth Street South, Hamilton, Ont.

Older Workers

Continued from page 410

able lack of interest on the part of older trainees in learning something new, the use of discovery methods in retraining has been introduced. Trainees are required to find solutions for problem situations of gradually increasing difficulty, and this has the effect of encouraging them to learn and to retain more effectively. Case studies have shown that older trainees learn best if they can use prior experience and knowledge.

(4) Adjustment to training. Investigations have shown that the outcome of training often depends on the help trainees received during critical adjustment periods. These occur at the start of training and at the changeover from training to the new job. Their importance was illustrated by an example taken from an Adult Training Centre in Roubaix, on the Franco-Belgian frontier. Older workers who had been unemployed for a long time were trained in a 12-week course as journeymen. Great difficulty was experienced during the first two weeks, but once the trainees surmounted this obstacle, they made almost the same progress as did younger workers.

Dr. Belbin added that the careful planning and organization of training programs is an important factor in the successful training of older workers. There was every reason to believe that investment in such facilities would show positive returns, although training programs still suffer from inadequate resources and public support.



—Centennial Commission Photo by Malak, Ottawa

CENTENNIAL YEAR

The Informal Views of the Federal Minister of Labour



Hon. John R. Nicholson

— Photo by Dominion Wide

Perhaps the most fundamental of the issues which have been raised during the past year or so involves our continued reliance on the principle of free collective bargaining as the foundation for our industrial relations system.

In my view, no system for the settlement of the inevitable differences of opinion which arise between workers and their employers has been found that is better than genuine collective bargaining, which, of course, includes the right to strike. This last right is labour's only ultimate resort, its only effective tool when its members are subjected to injustice.

Undoubtedly there are some situations where employees clearly should not have the right to strike. I cannot conceive for instance of any situation where our national police force, the Royal Canadian Mounted Police, or the armed services should be allowed to strike.

The situation is more complicated in that larger area of so-called essential services—such as those in the fields of transportation and communication—where there is not a clear case of safety or security of the nation, but where national well-being is involved. We must have clearer guidelines to cope with this type of situation.

Technological Change

By and large Canadians accept the fact that technological advancement must not be hindered, if Canada is to maintain and improve its economic position in the world. But major change inevitably involves the dislocation of workers and heavy responsibilities on Government, Management and Labour to prevent hardships.

The Federal Government believes that, together with the Provinces, it shares a responsibility to assist the individual Canadian worker through retaining and relocation programs. In addition, in cases such as the Auto Pact where, in the national interest, government action contributes directly to dislocation within an industry, the Government assumes responsibility—through Transitional Assistance Benefits—for the results of its own actions.

At the same time, in such situations management must play its part. It cannot assume that Government programs will bear the total burden of change and that it has no responsibilities for its own employees. Foremost among these responsibilities must be the provision of adequate warning of impending changes.

What about the unions themselves? More and more union jobs are going to require increasing skills. At the same time, the unionized labour force is expanding to include white collar workers—a whole new profile of membership.

This increased sophistication places heavy burdens on labour leaders. Bargaining issues are even now becoming enormously complicated and the new type of union member is going to be asking very different questions of his leaders than did the traditional unionist.

The end result must inevitably be better communication and a more sophisticated approach to collective bargaining at all levels, but the adjustment will be difficult. Hopefully, Government can assist in such ways as by supporting the growth of new Labour Colleges.

The Freedman Report

Possibly the most important result of Mr. Justice Freedman's report has been the free agreement on matters of technological change, negotiated within large sections of the Canadian railway industry under the mediation of Dr. Carl Goldenberg.

It has been suggested that the Government should legislate in the areas dealt with by the Freedman report. Apart from the obvious difficulty of drafting workable legislation to cover diverse industries, in my view this would be unnecessary, and therefore, unwarranted, action on the part of the federal Government. To date, the only case where we have had serious problems arising out of technological change has been the railways and they now seem to have found their own solution. Why cannot others do the same?

I look forward to the Prime Minister's Labour Task Force coming up with constructive proposals upon which the government can base a White Paper and possible legislation.

Among the areas which will certainly receive attention will be the border-line cases which I mentioned earlier involving the national "well-being". I hope to see some very useful suggestions as to how prolonged stoppages at least can be avoided in this type of dispute.

It is most fortunate that there has been a re-allocation of duties between Labour and Manpower. Recent events have shown that, with the manpower burden removed, the Department is now in a position both to conduct its ongoing responsibilities—including emergency situations—and to plan a positive and coherent set of policies in the industrial relations field.

Among the immediate priorities of the Department is the development of trained personnel to serve in the field as conciliators and mediators. To be effective, the Department of Labour must have just as many and just as highly trained experts as those representing union and management.

Another area where there is room for improvement is in the administration of the legislation that settles the conditions of employment. We must build up our capabilities to properly supervise and work with the Provinces in the intelligent administration of both the Labour Standards Code and the new Safety Code.

The Future

In looking forward to the future, I see changes, but not a wholesale dismantling of our present structures. We are going to need more, and not lesss, collective bargaining to cope with the needs of a sophisticated work force in a time of rapid change. Union and management leaders must take over the initiative in fostering continuous communication, co-operation, and negotiation between the parties to collective agreements. This, to my mind, is the look of the future, and its acceptance by unions and management will be of enormous benefit to all Canadians.



A Greater Degree of Understanding

Claude Jodoin

President, Canadian Labour Congress



Claude Jodoin

—Photo by Thomas Studio

Canada is entering not only its second century, but a completely new era. We already have clear evidence of this; and the momentum of change is going to increase in the years immediately ahead.

We are experiencing major revisions in the nature of work and, at the same time, witnessing important changes in the nature of the labour force. Exactly where these developments are going to lead us, no one knows at this point. Certainly major adjustments are going to be required. The experience we now have in this regard makes it obvious that improved labour-management relationships and the development of new techniques and better communications are essential.

We feel that organized labour has a very vital role to play. Trade union membership in Canada is now at an all-time high and is growing rapidly. At the same time, many professional and semi-professional groups are turning to collective bargaining and adopting tactics which are traditionally those of unions.

Corporations are growing and becoming more complex, and this is being reflected in employer-employee relationships. We in the labour movement are well aware of the urgent necessity, not only of improved industrial relations, but also of possible changes within our own movement to keep pace with the period of change we are going through. The Canadian Labour Congress has demonstrated its desire to keep pace by undertaking a major study of the present structure of the labour movement.

We look to the future with confidence; but with the full knowledge that it will call for a much greater degree of understanding and co-operation between all sectors of society than has existed in the past.

Peace Among Nations

Charles Smith

Chairman, Canadian Railway Labour Executives' Association



Charles Smith

—Federal Photos, Montreal

Canada's Centennial provides an occasion for a special celebration of this historic event by every individual citizen, and collectively by every village, town and city joining together in a re-dedication to the promise of 100 years ago to weld together a strong, united nation, and to preserve the rights of freedom and democracy in a land of opportunity for all.

We as railwaymen are probably in a unique position in participating in this celebration; our railway lines operate from the Atlantic to the Pacific, bringing together in a spirit of camaraderie and fraternity Canadians of many ethnic groups as members of a great railway family, proud of the traditions of the early pioneers whose efforts did so much to open up the far-flung stretches of our country, and tying together by a ribbon of steel the ten provinces that are Canada.

It is appropriate at this time to recall the early struggles for railway union recognition, the perseverance and sacrifice of leaders at a time when a member of a union was considered to be but one step above a criminal, whereas today he is a highly respected member of his community.

Railway unions are very proud of their reputation for responsibility, honesty and integrity, painstakingly built into the complex and difficult field of railroading.

As we stand on the threshold of a second century, we must be ready to capitalize on new ideas and new approaches to joint problems of labour relations. We have the machinery available, and it is my earnest hope that, during the forthcoming years, consultative services will be expanded at all levels so that the great benefits of technology and science may assist in a continuing program of greater richness of life for all people, and the banishment of insecurity and fear—as this is the true road to the establishment of perpetual peace among nations.

Too Great A Price

Henri Joly

President, Canadian Manufacturers' Association



Henri Joly

The past 50 years have seen many changes in the law and in our technology. In the final analysis, however, the most important change has been with respect to attitudes.

From an atmosphere characterized by much misunderstanding, mistrust and consequent fear, managements and unions have matured to a relationship that more frequently is characterized by mutual respect. I use the term advisedly because it does not imply illusory concepts of a rose-strewn path ahead. It does reflect however, a growing appreciation of the rights, interests and responsibilities of the parties each represents. Labour and management are very much aware of the adverse effect their disputes can have upon the public and the economy as a whole, because we are indeed a part of that economy and members of that public.

But, at a time when we are asked to reflect on what has happened over the past 50 years and speculate as to what may happen in the next 50, it is surely proper that we take note of the fact that 95 per cent of our agreements are renegotiated, and lived with, without any interruption of the flow of goods and services, and without the intervention of government or other third parties.

It is those remaining problems, that 5 per cent, to which we must address our efforts during the coming years. Both parties will discharge their responsibilities in terms of vigorously representing the interests of those they serve. Both will continue to seek changes in the industrial relations system. Both will experiment with change within their institutions. Both will experience gains and setbacks. But hopefully, and most importantly, both will continue to mature in their attitudes toward one another and their mutual responsibilities to the community at large.

Failure of management and labour to meet their responsibilities in these respects will inevitably result in further limitations on the freedom of the parties to resolve their own problems. This could lead to destruction of the very basis of the economic system that has made Canada the great country that it is. Labour and management must recognize that this is too great a price to pay.

Wage Rates

During the industrial depression, the lack of building construction work, and consequent lack of employment opportunities, resulted in the wage rates in the building industry throughout the county developing into a most unsettled condition. Comparatively few wage agreements were in effect for several years between the building construction associations and the building trades unions in the various cities, and consequently a great variation existed in the hourly rates paid, even in the same city, to the different trades. A generally current rate for any one trade was practically unknown.

Annual report for year ended March 31, 1935.

Safety in Industry

During each of the last three years the financial appropriation of the Department of Labour has contained a grant to the Canadian National Safety League, a private association maintaining a "safety first" campaign throughout the Dominion . . . In Canada the pioneer associated effort to reduce accidents was undertaken in the province of Ontario, where a safety league has been in existence for a period of about 12 years and has been doing effective work in teaching safety principles from the schools up, and in all branches of industry.

Annual report for year ended March 31, 1926.



Roger DeSerres

—Batten Ltd., Montreal

Future Of Labour Relations

Roger DeSerres

President, The Canadian Chamber of Commerce

Both management and organized labour have had a great deal of experience in collective bargaining during the past 20 years. Governments, through their various Departments of Labour, have also accumulated a great body of experience. All parties involved have, in the process, developed a much greater degree of sophistication in this field. Many problems that preoccupied the participants in the past have been solved and in many respects there has been an improvement both in the structure and in the relationships of collective bargaining.

Yet even the most casual observer would be blind if he did not perceive that many of the same problems still exist and other new ones have come to the fore. Many of these urgently require remedial action, but both organized labour and management seem to be basically agreed that such remedial action by government in the form of legislation should be avoided if at all possible.

Everyone still seems to believe in the importance of maintaining free collective bargaining. This will require an increasing amount of restraint and self-regulation by the principals. Governments must resist the temptation of legislating on collective bargaining problems. They should also be concerned with the preservation of collective bargaining and should not attempt to control it unless the public interest is substantially affected and if no alternate remedy is available.

Nevertheless, if the economic waste resulting from an undue number of strikes and threats of strikes continues to increase, and if the collective bargaining power of the principals is not exercised with greater restraint and with an increased regard for the public interest, it is probably inevitable that free collective bargaining processes will be curbed. This would be detrimental to all concerned.

The Chamber of Commerce and its members pledge themselves to continue to strive for constructive solutions to these problems. This is essential for the preservation and growth of a viable private enterprise economy.

W. L. Mackenzie King

W. L. Mackenzie King, Canada's first Deputy Minister of Labour, became the first full-time Minister of Labour on June 2, 1909. His term as Deputy Minister had come to an end in 1908, when he resigned in order to run for Parliament.

Immediately on his entry into Parliament, he was taken into the Cabinet as Minister of Labour. He retained the portfolio until he was personally defeated in the general election of 1911. He returned to the House of Commons in the general election of 1921, and began his long career as Prime Minister of Canada.

Senior Posts

When the Dominion Bureau of Statistics was established by the Statistics Act, 1918, R. H. Coats, Associate Editor of the LABOUR GAZETTE from 1902 to 1915, was appointed Dominion Statistician. Dr. Coats was the officer in charge of the statistics compiled by the Department.

In September 1923, F. A. Acland, who had been Deputy Minister of Labour since October 1, 1908, vacated the position in order to devote full time to the duties of the King's Printer, an office that he had held since June 15, 1921.

A Look Back . . .

And a Look Ahead

On July 1, Canada started its second hundred years, and the Canada Department of Labour entered its 67th year. In the following pages, the Labour Gazette looks back at the Department's past, examines its present, and ventures a glance into the future.

AS Canada embarks on its second century, the Canada Department of Labour is entering the final third of its first hundred years. In this 67th year of its existence, having only recently contributed its manpower-related programs and functions to the creation of the Department of Manpower and Immigration, it is looking to the future from a new posture. It has given "a new look" to one of its original functions, and a growing emphasis to more recently acquired duties.

By releasing to another department its responsibility for manpower, which was beginning to overshadow responsibilities of much longer standing, the Department of Labour is again able to concentrate on its original purpose: to improve the environment of Canadians who work for a living by providing leadership in questions of remuneration and labour standards, employee-employer relations, safety on the job, and workers' individual human rights.

In this Centennial Year, the LABOUR GAZETTE in these pages is taking a look back at the Department's yesterdays, a brief examination of its present stance, and a probing glance into its future.

What was the Department like yesterday?

YESTERDAY

WHEN the Department of Labour was established in 1900 it was not thought to be entitled to a minister of its own; and it might be supposed that the then prime minister decided to add it to the Post Office Department because he thought the Postmaster General appeared to be not very busy. But whether or not Sir Wilfrid Laurier had any thought of the kind, the main reason he placed the infant department under the care of the Postmaster General seems to have been that it was the Postmaster General who persuaded the Cabinet to set up the Department of Labour.

A story lies behind this not-immediately understandable connection between the Post Office and the interests of labour. It happened that a young man, after leaving Harvard on a travelling scholarship, was engaged in a roving reporting assignment for a Toronto newspaper. In the course of an inquiry of his own into the condition of workers in the garment trades, this young man discovered that women engaged in making uniforms for letter carriers, and employed by firms that had contracts awarded by the Post Office Department,

were working under conditions and for rates of pay that scandalized him. The young man was William Lyon Mackenzie King.

Mackenzie King took his story to Hon. William (later Sir William) Mulock, the Postmaster General, and succeeded in winning him over to the idea of setting up a Department of Labour to deal with such matters. Mulock in turn won over the Cabinet.

Touchy Venture

According to an article on Sir William Mulock in the Fiftieth Anniversary Edition of the LABOUR GAZETTE, published in September 1950 (p. 1285), the setting up of the new department "was a touchy venture. Both politicians and the general public were suspicious of anything that looked like 'class legislation' and any extra expense involved in setting up a federal labour portfolio was certain to arouse criticism. For these reasons, the title of the bill introduced in Parliament in 1900 read: 'An Act to Aid in the Prevention and Settlement of Trade Disputes, and to Provide for the Publication of Statistics and Industrial Information.' It became known as 'The Conciliation Act.' "

The Department was thus established under cover of an act whose title sounded as though it had nothing at all to do with such a thing. The contents of the Act, however, did make clear its purpose. Section 10 read:

> With a view to the dissemination of accurate statistical and other information relating to the conditions of labour, the Minister shall establish and have charge of a Department of Labour, which shall collect, digest and publish in suitable form statistical and other information relating to the conditions of labour, shall institute and conduct inquiries into important industrial questions upon which adequate information may not at present be available, and issue at least once in every month a publication to be known as the LABOUR GAZETTE, which shall contain information regarding conditions of the labour market and kindred subjects, and shall be distributed or procurable in accordance with terms and conditions in that behalf prescribed by the Minister.

First Issue

As soon as the Act was passed, Mulock appointed Mackenzie King Deputy Minister of Labour and Editor of the LABOUR GAZETTE, and provided him with office equipment and a small clerical staff. The first issue of the LABOUR GAZETTE appeared in September 1900.

Besides the publication of the LABOUR GAZETTE, the Department during its first year dealt with the conciliation and arbitration of labour disputes, and the preparation of fair wage schedules for inclusion in government contracts. Action by the Department under the Conciliation Act of 1900 took place only when its "friendly intervention" had been sought by "one of the parties to the dispute, from some responsible individual or body on its own behalf," according to the Department's first annual report.

When the Fair Wages Resolution of 1900 was passed in March of that year, a fair wages officer was appointed whose duty it was to prepare fair wage schedules for inclusion in government contracts, and to investigate complaints of non-compliance with the schedules. When the Department was established, this officer was transferred to it, and before long a second officer was appointed.

Another part of the Department's work during its first year dealt with investigations of alleged violations of the Alien Labour Act, and the formation of a library of books, publications and reports concerning labour.

Expenditures, 1902 and 1966

During the Department's first full fiscal year, the 12-month period that ended June 30, 1902 (the first annual report covered only the nine months from September 1900 to June 30, 1901) total expenditure amounted to $31,963.62.

During the fiscal year that ended March 31, 1963, the year in which the federal contribution to the expanding capital and operating programs under the Technical and Vocational Training Assistance Act reached its apex—$207,915,439—the Department's expenditures amounted to $242,858,534.

During fiscal 1964-65, the last full fiscal year prior to the transfer of manpower programs to the department that became the Department of Manpower and Immigration, spending totalled $167,277,567.

During the fiscal year that ended March 31, 1966—the latest for which figures are available—the Department spent $23,993,711.

Compulsory Investigation

A bill known by the short name of the Railway Arbitratiou Act, 1902 was introduced but never passed after it was given an unfavourable reception by most labour bodies.

The Minister dropped the bill, and at the session of 1903 introduced instead a watered-down measure that substituted for compulsory arbitration what was called compulsory investigation, the purpose of which was to bring an informed public opinion to bear on the disputes it was designed to deal with. This measure, known as the Railway Labour Disputes Act, was passed in May 1903, and the administration of it became the responsibility of the Department. According to its annual report for 1904, the Department's belief was that the existence of such a measure would give the parties to a dispute a strong reason for settling their differences between themselves, "without allowing them to reach a point where the public might be given [an] opportunity of probing into the private or business affairs of either. The success of the measure as a means of preserving industrial peace is to be estimated, therefore, by the absence of any reference under it, quite as much as by the number of cases which may be referred and the awards given." Only one application under the Act was received during the first year of its operation.

Industrial Relations Developments

A permanent and important addition to the responsibilities of the Department came with the passing of the Industrial Disputes Investigation Act, 1907 in March of that year. Commenting on the first year's experience of the operation of the Act, the Department's annual report for the year ending March 31, 1908 said in part:

> The Act was the means of eliminating from the category of strikes and lockouts during that period practically the whole of the most important class of industrial disputes. Owing mainly, no doubt, to the conditions described above, numerous differences with regard to wages and conditions of labour arose between employers and employees in the case of railway corporations, coal mining companies and other concerns in the nature of public utilities. In many of these cases the most serious outcome was threatened,

Staff Expansion

At the outbreak of World War II there were some 210 persons on the staff, whereas on April 15, 1944, there were 3,157.

After the war the staff dropped by March 31, 1946, to 1,403 from 2,745 persons a year earlier. By March 31, 1947, it had dropped again, to 860.

Immediately before the National Employment Service was taken over by the Department on April 1, 1965, the establishment was one of 758 positions. This was swelled to 6,021 positions by the addition of the National Employment Service. After the transfer to the Department of Citizenship and Immigration had been completed, the establishment of the Department had shrunk to 623 positions.

and the influence or operation of the Industrial Disputes Investigation Act wherever the dispute was brought under its provisions served to avert a strike or lockout in every instance save that at Springhill, N.S. It is to be noted, too, that the strike records of the year are without the more distressing and deplorable features which too often accompany industrial strife .... The results of the year's operation of the Act are therefore believed to have been, on the whole, as satisfactory as could be expected; indeed they are more satisfactory than it was generally anticipated they would be ....

There is evidence, moreover, that, apart from the active operation or apparent influence of the Industrial Disputes Investigation Act, the fact of its existence on the statutes of the Dominion has had in many cases a strongly compelling effect on employers and employees and has secured the settlement of many disputes in their incipient stages. ...

Amendments to the Act

In January 1925, the Judicial Committee of the Privy Council, reversing a ruling of the First Appellate Division of the Ontario Supreme Court, pronounced the Industrial Disputes Investigation Act of 1907 to be beyond the competence of the federal Government. The decision did not impugn the principle of the Act, but only the right of Parliament to legislate in fields that the Privy Council declared to belong, under the British North America Act, to the provincial legislatures.

The result was that, at the next session of Parliament, amendments to the Act were passed that asserted the authority of the federal Government in cases where its jurisdiction applied, and excluded works that lay exclusively within the legislative competence of the provinces. The amending measure, in enumerating the works and undertakings to which the provisions of the Act applied, included disputes within the exclusive control of the provinces that were brought within the scope of the Act by provincial legislation.

The effect of this upsetting decision of the Privy Council was mitigated when, between 1925 and 1932, all the provinces except Prince Edward Island passed enabling legislation so that works that came within the provincial jurisdiction might be placed under the provisions of the Act.

New Legislation

The Industrial Disputes Investigation Act, 1907 was largely suspended by the passing in February 1944 of the Wartime Labour Relations Regulations under order in council. This order substituted for the Act specific regulations governing labour relations in war industries, although the Regulations did not cover disputes over wage questions.

The Regulations were administered, at the national level, by a Wartime Labour Relations Board (National); and in seven provinces, under Dominion-provincial agreements, by provincial boards or administrative agencies. The Director of Industrial Relations of the Department acted as the chief executive officer of the national board.

During the fiscal year 1948-49, Parliament enacted the Industrial Relations and Disputes Investigation Act, which came into force on September 1, 1948, and revoked the Wartime Labour Relations Regulations that had been in effect since March 20, 1944. It also repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until it was suspended by the operation of the Regulations.

The Canada Labour Relations Board, established under the Act, also came into being on September 1, succeeding the Wartime Labour Relations Board and being composed of exactly the same members.

Work Expands

After 1904, there was a gradual expansion in the work of the Department. During the fiscal year ended June 30, 1905 its duties increased when two Royal Commissions were appointed to inquire into the employment of "aliens" (mainly, if not entirely, Americans) on the Grand Trunk Pacific and Père Marquette railways, and when a third was appointed to examine "the influx of Italian labourers to the city of Montreal."

During 1907-08, the Deputy Minister spent a good deal of time, as a Royal Commissioner or in the capacity of his office, investigating hostile demonstrations against Orientals in Vancouver, and other matters connected with Oriental immigrants or immigration. The Minister of Labour, accompanied by the Under Secretary of State, made a trip to Japan as special envoy to the Emperor to discuss these matters with the British Ambassador and various Japanese officials. While in Japan, he made arrangements for restricting Japanese immigration to Canada. The Canadian Government paid a certain sum in compensation for losses suffered by Japanese residents during the riots in Vancouver.

The Deputy Minister went to Great Britain in March 1908 to confer with members of the British Government about the immigration of East Indians (that is, inhabitants of India) to Canada, with the object of restricting such immigration.

The Department's 1908-09 report again contained extracts from the Deputy Minister's report as Royal Commissioner inquiring into Oriental immigration, and also of a special report on the traffic in opium in Canada, the existence of which had been brought to light in the course of his inquiries into anti-Oriental riots in Vancouver in 1907.

On May 19, 1909 the Labour Department Act received the Royal Assent. This Act established the Department as a separate portfolio under its own Minister.

New Responsibility

A new responsibility was laid upon the Department when, in May 1910, the Combines Investigation Act became law, and its administration was placed under the Minister of Labour. But the Department's annual report for the year ending March 31, 1912 said that during its first year of operation the administration of the Act did not call for active departmental work. One board of investigation was set up to inquire into the case of a Canadian firm engaged in the manufacture of boot and shoe making machinery. It delivered its report in October 1912.

No further proceedings under this Act were reported by the Department, and it was finally repealed by the Combines and

Fair Prices Act, 1919. But a new act, the Combines Investigation Act, 1923 came into effect in June of that year, and was also placed under the administration of the Minister of Labour. It continued to be administered by the Department until the 1945-46 fiscal year, when it was transferred to the Department of Justice.

Old Age Pensions

Two measures of importance to labour were introduced in the Commons by the Minister of Labour during the parliamentary session of 1927 and were passed. They were: an act providing for the establishment of a system of old age pensions for Canada, and an amendment to the Trade Mark and Design Act providing for the registration of union labels.

By an order in council in July 1927, the administration of the Old Age Pensions Act, and regulations in connection with it, was placed under the Minister of Labour. Although the amendment to the Trade Mark and Design Act was piloted through the Commons by the Minister of Labour, the Act was under the administration of the Minister of Trade and Commerce.

The Old Age Pensions Act provided that the federal Government might enter into an agreement with any of the provinces for the payment to the province of half the net sum paid out by the province for pensions under a provincial statute to such persons and under such conditions as were specified in the federal Act and its regulations.

British Columbia was the first province to take advantage of the Act in 1927, followed in 1928 by Manitoba and Saskatchewan, and in 1929 by Alberta and Ontario. An Old Age Pensions Act was passed by Prince Edward Island in 1931. The Nova Scotia Old Age Pensions Act was also passed in 1931.

The administration of the Old Age Pensions Act was, by order in council dated March 1, 1935, transferred to the Department of Finance on April 1, 1935.

Royal Commission

The Royal Commission on Industrial Relations, which held its sittings in 1919, made certain recommendations regarding shop committees and industrial councils, and urged the adoption by Canada of the principles underlying the Whitley Councils in Britain and other kindred systems. It also recommended that "a commencement should be made with joint plant councils, and the more extensive organization of district and national councils evolved therefrom as their necessity and practicability become apparent."

A National Industrial Conference composed of representatives of the Dominion and provincial governments, employers and labour, held in Ottawa in September 1919 on the invitation of the Government of Canada, reported unanimously that greater co-operation between employer and employee was an urgent necessity, and that such co-operation could be furthered by the establishment of joint industrial councils.

A recommendation that the Department set up a bureau "to gather data and furnish information" to employers and employees, or to organizations of employers or employees who wished to establish such councils was not acted upon. But the Department asserted that it had "entered heartily into the spirit of the resolution and has continued and extended its study of joint industrial councils and kindred systems, and has done much to advance the movement . . ."

The first joint council to be established was the National Joint Conference Board of the Building and Construction Industries of Canada (L.G. 1941, p. 117), composed of joint representatives elected or chosen by the Association of Canadian Building and Construction Industries and five members elected or chosen by representatives of the international building trades unions.

In May 1922, the administration of the Government Annuities Act, 1908 was transferred from the Postmaster General to the Minister of Labour, and the Annuities Branch was established. A Bill introduced in the Commons in March 1908 had been titled, "An Act to authorize the issue of Government Annuities for Old Age," and its purpose, according to the Department's annual report for 1922-23, was to promote "habits of thrift and to afford facilities whereby provision might be made for old age by the purchase of annuities." At first, the Act was administered by the Minister of Trade and Commerce; but it was transferred to the Post Office Department in 1912.

Winter Employment

"A conference was held in Ottawa on September 3 and 4, 1924 on the initiative of the Government of Canada, for the purpose of devising means for the regularization of industrial employment, having regard particularly to building and other out-of-door work during the winter season," the 1924-25 annual report said.

The conference was attended by representatives of federal and provincial governments, the principal municipalities, the Canadian Manufacturers' Association, the Association of Canadian Building and Construction Industries, the two transcontinental railways, the Trades and Labour Congress, and important union organizations in the building trades.

The conference issued a statement favouring the encouragement of work of some description in every locality, with special consideration being given to work of a permanent nature, such as building and other construction.

"It was also the view of the conference," in the words of the annual report, "that certain classes of work, which in the past had been discouraged during the winter season, could with perfect safety and economy be undertaken throughout Canada."

Fair Wages

In 1930, Parliament passed the Fair Wages and Eight-Hour Day Act. Until then, the fair wages policy of the Government had been administered under the Fair Wages Resolution of 1900. This Resolution, however, related to wages only; the new Act added the provision that working hours for labour employed on public works of the Dominion must not exceed eight a day, except in special cases as the Governor in Council might otherwise provide, or in cases of emergency.

At a conference of Dominion and provincial officials held in Ottawa in May 1938, the Canadian Association of Adminis-

Training Facilities

Expansion of technical and vocational training facilities continued at a high level during the fiscal year... When the year began, there were 376 projects already approved for federal sharing. The estimated total cost of these projects was about $333,000,000 and the estimated federal share about $216,000,000. Upon completion these projects would provide 105,000 new student places. By year's end the number of approved projects had reached 513. The estimated total cost had grown to nearly $508,000,000, the federal share to about $323,000,000 and the number of new student places to 138,000. Last year the federal contribution for construction completed and equipment delivered was about $18,000,000; this year's contribution was almost $180,000,000, bringing the total contribution over the two years of the new Agreement to nearly $198,000,000.

Annual report for the year ended March 31, 1963.

trators of Labour Legislation was formed as a permanent organization of federal and provincial government officers responsible for the administration and enforcement of labour laws in Canada. The Association was established to provide a medium for the exchange of information and to encourage co-operation among its members, and to promote uniformity of legislation and high standards of law enforcement and administration.

At present, the membership of the Association, which meets annually, comprises the deputy ministers and other senior officers of the Department and the 10 provincial Departments of Labour. An officer of the Department is a permanent member of the executive board in the capacity of secretary-treasurer.

Unemployment Insurance and NES

World War I did not impose on the Department any important new responsibilities until near the end of the conflict. In May 1918, however, the Employment Offices Co-ordination Act received Royal Assent.

This Act authorized the Minister of Labour "to aid and encourage the organization and co-ordination of employment offices and to promote uniformity of methods among them; to establish one or more clearing houses for the interchange of information between employment offices concerning the transfer of labour and other matters; to compile and distribute information received from employment offices and from other sources regarding prevailing conditions of employment."

The Act set aside the sum of $50,000 for the fiscal year 1918-19, $100,000 for the year 1919-20, and $150,000 for each succeeding fiscal year, for distribution among the provinces in proportion to their expenditure for the maintenance of employment offices. Agreements under the Act between the Minister and the provincial governments were completed in several of the provinces before the end of the year, and a conference of the employment officials of the Department and the provincial governments was held in Ottawa in November.

"Agreement was reached as to the measure of co-ordination necessary to enable the provincial systems of employment offices to function as units in a national employment service, and a standard system of forms and records was decided upon," the Department's annual report for 1918-19 said.

"The regulations agreed upon were passed as an order in council . . . under date of December 17, 1918. The order in council makes provision for the establishment of a council, the Employment Service Council of Canada, to advise the Minister of Labour in the administration of the Act, and sets forth the duties of the Department of Labour, the provincial governments and the local employment offices, in the administration of the law. . . ."

At the end of the 1924-25 fiscal year, there were 65 Employment Service centres in Canada, the number having been reduced from 69 at the beginning of 1923-24, and there were 278 employees, of whom 32 were federal Government, and 246 provincial government employees.

The work of administering the Employment Offices Co-ordination Act was done by the Employment Service Branch of the Department from the time the Act came into force in 1918 until it was repealed by order in council on January 19, 1943 under authority of the Unemployment Insurance Act, 1940.

Under the Unemployment Insurance Act, the Unemployment Insurance Commission had begun, on August 1, 1941, to administer a national system of employment offices, and after that date the work of the Employment Service Branch was confined to winding up financial arrangements between the federal Government and the provinces under the old act. By September 1942, when the Commission was placed at the disposal of the Minister of Labour for the duration of the war, it had regional offices in five cities, district offices in four urban centres, and local offices in about 200 towns and cities.

In the annual report for the year ending March 31, 1914 an interim statement of a Royal Commission on Industrial Training and Technical Education said in part:

> Briefly, the Commission advises an annual appropriation by the Dominion Parliament for each year during the period of 10 years for the various aspects of industrial training and technical education, of the sum of $3,350,000, this amount to be distributed among the various provinces of Canada proportionately to population and subject to certain suggested requirements and conditions. Of the sum named, the Commission recommends that $350,000 should apply particularly to the development and furtherance of elementary education in relation to industrial training and technical education, the larger sum of $3,000,000 becoming a Dominion development fund to be applied more generally for the purposes of industrial training. . . .

The Technical Education Act, the first federal legislation of its type, was passed in 1919, and toward the end of the year, a Director of Technical Education was appointed to the staff of the Department. The Act did not provide for any specific education or training; the type was determined by federal-provincial agreement.

Under the Act, federal grants amounting in the aggregate to $10,000,000 were to be provided over a period of 10 years. This Act was extended four times for five-year periods to allow the provinces that had not used their full allotments to do so. The last time it was extended was in 1944, when Manitoba was the only province that had not used all the money it was entitled to.

Youth Training Program

In 1937, following recommendations of the National Employment Commission, Parliament voted a sum of $1,000,000 for the purpose of initiating training and development projects for unemployed young people. Under this program, in agreements with the provinces, the federal Government might pay 50 per cent of the province's expenditures, up to a maximum amount provided in each agreement.

This Dominion-Provincial Youth Training Program, which was carried on during the fiscal years 1937-38 and 1938-39 under relief legislation then in force, was continued during 1939-40 and the rest of the three-year period ending March 31, 1942 under the Youth Training Act, 1939 passed by Parliament during the 1939 session.

The Youth Training Act expired on March 31, 1942 and the Vocational Training Co-ordination Act was passed in August of the same year. This Act provided for the carrying-on of whatever types of training were needed for the war effort, and for the continuation of approved projects formerly in effect under the Youth Training Act, 1939. It also provided for various types of training that might be desirable in the postwar period. A Dominion-Provincial War Emergency Training Program was started in 1940-41.

During the 1961-62 fiscal year and subsequent years there was a great expansion of facilities for technical and vocational training undertaken by the provinces in co-operation with the federal Government. This expansion was the result of the passing of the Technical and Vocational Training Assistance Act of 1961, under which the federal Government greatly increased the scale of its financial assistance to the provinces for the construction, expansion and equipping of vocational schools and technical institutes. Programs for the training of the unemployed and other training programs also developed rapidly after the passing of the new Act.

This Act superseded the Vocational Training Co-ordination Act of 1942, and responsibility of administering it was given to the Technical and Vocational Training Branch, formerly the Canadian Vocational Training Branch.

The policy of the Dominion Government during the winter of 1925-26 in the matter of unemployment relief was set forth in an order in council issued in March 1926. The order stated the contention of the federal Government that such relief was primarily the responsibility, first of the local authorities and secondly of the province. But the federal Government indicated its willingness, in cases in which distress was caused by unemployment, and when the cost was beyond the capacity of the municipality, to co-operate with the local and provincial authorities in bearing a share of the cost of relief of the unemployed.

Referring to a Dominion-Provincial conference held in Ottawa in November 1927, the 1927-28 annual report said, "The question of unemployment relief was dealt with briefly. With the possible exception of Manitoba, no speaker urged the granting of federal aid in this direction."

Under the impact of heavy unemployment, Parliament passed the Unemployment Relief Act, 1930 in September of that year. The administration of the Act was assigned to the Minister of Labour, and a new branch of the Department was organized for this purpose. The next year, another act, the Unemployment and Farm Relief Act, 1931 was passed to supplement that passed in 1930; and this measure was also administered by the Department.

The Relief Act

The Relief Act, 1932 was, like the earlier two, administered by the Department. Relief Acts were passed again in 1933, 1934 and 1935.

The Unemployment Relief and Assistance Act, 1936 was described as "An Act to assist in the relief of Unemployment, the promoting of Agricultural Settlement and Rehabilitation, and in the Development, Conservation and Improvement of certain natural and other resources." Besides providing financial help in the cost of relief work and for direct relief, its purpose was to help in placing families on the land, where it was supposed that they would be self-supporting. Subsidies were also paid to farmers to induce or enable them to employ single persons who were without work.

A similar act, the Unemployment and Agricultural Assistance Act, 1937 was directed toward relief of the unemployed and toward helping farmers in the drought areas and elsewhere. Acts of the same kind were repeated every year up to and including 1940. Relief legislation expired on March 31, 1941.

World War II and After

"With the introduction of the National Selective Service Civilian Regulations, it became obvious that the Regulations tied in so closely with the work of public employment offices that the Department was faced with the alternatives of duplicating offices inaugurated under the Unemployment Insurance Commission, or of utilizing those offices for the administration of National Selective Service Civilian Regulations," said the annual report for the fiscal year ended March 31, 1943.

"Accordingly . . . with the approval of the Unemployment Insurance Commission, control of the officers and other staff of the ... Commission was placed at the disposal of the Minister of Labour for the duration of the war . . . to utilize for administrative purposes the field organization of the Unemployment Insurance Commission to carry into effect National Selective Service Civilian Regulations." The UIC offices thus transferred temporarily to the Department were known as the Employment Service and Unemployment Insurance Branch.

The Minister of Labour also became responsible for the administration and enforcement of the Re-instatement in Civil Employment Act, 1942. This Act required employers of persons accepted for certain war services to reinstate such persons in employment at discharge, as far as possible under conditions not less favourable than those that would have applied to them had they remained in their employment.

With the expansion of the responsibilities of the Department of Labour resulting from the war and the necessary control of manpower, the Research and Statistics Branch extended its work. In addition to being responsible for the Occupational History Survey of the Armed Forces to ascertain the educational status, industrial experience and occupational preference of members of the forces, the Branch conducted, as of January 30, 1943, the most complete survey of employment ever made in the Dominion of Canada. As a result of this survey, the distribution of Canada's human resources was calculated with reasonable accuracy.

The War Labour Boards, both national and regional, which were set up by order in council in October 1941, were part of the machinery for carrying out the Government's wage stabilization policy. Although these boards were not under the administration of the Department, their operations were covered in the Department's annual reports. In March 1942, National Registration with its records and personnel was transferred from the Department of National War Services to the Department of Labour.

The Wartime Bureau of Technical Personnel was established under authority of an order in council in February 1941; and another order in council, passed in March 1942, facilitated the work of the Bureau by providing that scientific and technical personnel could not be employed otherwise than through, or with the approval of, the Minister of Labour.

In January 1943, the Department set up an Information Division (later Branch) to prepare and issue press releases on the policies and activities of the Department, to conduct publicity campaigns and to supervise publication of official announcements.

Another new activity of the Department was the fostering of labour-management production committees. In January 1944 an order in council, sponsored jointly by the Department of Munitions and Supply and the Department of Labour, created the Industrial Production Co-operation Board, which replaced the former Interdepartmental Committee on Labour-Management Committees. To assist the Board, an advisory committee was set up, on which employers and employees were equally represented.

What was originally called the Dominion-Provincial (later Federal-Provincial) Farm Labour Program began in 1942 as a joint arrangement between the federal and provincial governments to ensure an adequate supply of labour for agriculture and the allied industries of forestry and fishing. This program was operated under agreements from year to year with each of the provinces except Newfoundland, which never took part in it. A Dominion-Provincial (later called Federal-Provincial) Farm Labour Conference was held in December each year for many years.

The Federal-Provincial Farm Labour Program was one of those transferred on January 1, 1966 to the Department of Citizenship and Immigration.

Demobilization

The return of peace brought about a reduction in the work of the Department. Manpower controls under National Selective Service were mainly revoked or cancelled during the 1945-46 fiscal year. Special stress was placed by the Department on the re-establishment of ex-service personnel and on the transfer of workers in war industries to peacetime industries and services.

The chief functions of the Department in helping persons discharged from the armed forces included the administration of the Re-instatement in Civil Employment Act; the administration of special facilities within the National Employment

Service for the placement of ex-service personnel; and provision of vocational and pre-matriculation training for ex-service personnel, as distinct from university training.

Between 175,000 and 190,000 men and women were discharged from the armed forces during the 1946-47 fiscal year. The Department of Labour helped veterans attending universities to obtain summer employment, and co-operated with the Department of Veterans Affairs in placing older veterans in suitable employment.

The details of administration of the Re-instatement in Civil Employment Act, 1942 were performed by the staff of the Unemployment Insurance Commission and the National Employment Service, and re-instatement officers were stationed in regional offices and in many local offices of the Commission. Of the total number of persons discharged from the forces during the year, about 57,000 were re-instated in their pre-enlistment employment.

By 1945, Department officials had been appointed in communities across the country to act as counsellors and to provide a rehabilitation service for all ex-members of the armed forces. The duties of the Canadian Vocational Training Branch were expanded to include rehabilitation vocational training for ex-service persons.

The provisions of the Re-instatement in Civil Employment Act were extended by the Veterans Benefit Acts of 1951 and 1954.

On January 1, 1966 the administration of this Act was transferred from the Department of Labour to the Department of Citizenship and Immigration.

Wage control, which was administered by the National War Labour Board and the Regional Boards, was terminated by order in council effective December 1, 1946. National registration was discontinued from August 15, 1946.

Re-establishment of Japanese

Another of the responsibilities of the Department that continued for some time after the end of the war was the re-establishment of the Japanese who had been evacuated from "strategic" areas of British Columbia under orders in council in 1942. According to the annual report for 1946-47, the number of persons of Japanese origin in Canada decreased during the year from 24,177 to 20,645 as a result of the "voluntary" return of 3,964 of these persons to Japan.

At the beginning of the 1946-47 fiscal year, 60 per cent of the Japanese were still in British Columbia, 20 per cent on the Prairies and 20 per cent in Eastern Canada. By March 31, 1947, only 32 per cent (6,618) were still in British Columbia, 28 per cent (5,796) on the Prairies, and 40 per cent (8,195) in Eastern Canada. With the movement east of the Rockies of approximately 4,800 persons during 1946-47, the resettlement program was largely completed.

From the beginning of the fiscal year 1948-49, the Department was made responsible for administering agreements entered into by the federal Government with each of the provinces of British Columbia, Alberta and Manitoba under the terms of which the federal Government agreed to reimburse the provinces for one half of the expenditures incurred by the provinces in the period April 1, 1948 to March 31, 1950 in making necessary provisions for the welfare of persons of the Japanese race resident in the province who had been evacuated from the coastal area of British Columbia as a war emergency measure in the period 1941-42.

On March 31, 1948 "all orders made under wartime emergency legislation giving authority for the exercise of controls over the movement and placement of persons of the Japanese race in Canada" had been revoked. It was not until March 31, 1951, however, that the field office of the Department in Vancouver that administered the resettlement project was finally closed.

On March 31, 1947 the regional offices of the Bureau of Technical Personnel were closed, and although the Bureau continued to be responsible for the national roster of scientific personnel and associated activities, it partly changed from being an operating, to being an advisory agency.

Increasing Responsibilities

The Labour-Management Co-operation Service was established on May 15, 1947, as a section of the Industrial Relations Branch, to continue the work of promoting labour-management production committees formerly carried on by the Industrial Production Co-operation Board, which had been created in January 1944. A committee was appointed to act in an advisory capacity to the Minister on matters concerning the Service.

In the 1949-50 annual report, for the first time, there was a reference to the Legislation Branch, although the Department had published annual reports on Labour Legislation in Canada since 1915, and the annual reports of the Department had almost from the first mentioned the publication in the LABOUR GAZETTE of summaries and reports on Legislation in Canada. In 1915, and in 1920, 1928, 1937, and 1948 the annual report of labour legislation had taken the form of a consolidation of all labour laws on the Dominion and provincial statute books.

During the 1950's, the research work of the Department took on a new significance, as research and operational programs became more closely inter-related. Originally developed to provide factual information for labour and management and as a basis for dispute settlement activities, the Department's research work began to include basic studies designed to appraise the functioning and needs of the labour market in Canada and to point the way to new operational programs. In particular, the Department's research work led to the formulation of what became known as an "active manpower policy".

During the 1950-51 fiscal year, the Department acquired new responsibilities when the administration of the Government Employees Compensation Act of 1947, and the Merchant Seamen Compensation Act of 1946 was transferred to it from the Department of Transport.

The Government Employees Compensation Act came into force on April 1, 1947, when the Government Employees Compensation Act of 1927 was repealed. It provided for compensation when employees of the Government were killed or injured or contracted industrial diseases in the performance of their duties. Its administration now came under the Government Employees Compensation Branch.

This Branch also took over the work arising out of the administration of the Merchant Seamen Compensation Act of 1946. The Act was, and is, administered by the Merchant Seamen Compensation Board, of which the secretary was the Director, Government Employees Compensation Branch.

Special Services Branch

The Special Services Branch was formed in 1950 to handle the work of the Department in connection with farm labour requirements, Dominion-Provincial Farm Labour Agreements, placement of Polish immigrants, and forestry workers.

In February 1951 the National Advisory Council on Manpower was established by order in council on the recommendation of the Minister of Labour "to consider various aspects of manpower questions, to advise on plans under review, and to suggest plans which should be developed so as to make for the most efficient utilization in the national interest of the present and potential work force of Canada."

The Council was made up of representatives of labour, employers, agriculture, women's organizations, the veterans

of Canada, and of a number of Government departments. The Clerk of the Privy Council and the Deputy Minister of Labour were joint chairmen.

This Advisory Council was mentioned for the last time in the 1953-54 annual report, and after that it fell into abeyance. Its last recorded meeting was in November 1953.

The Great Lakes Seamen's Security Regulations came into effect on March 22, 1951 by order in council passed under the Emergency Powers Act. These Regulations, amended from time to time, were administered by the Department through the National Employment Service. The Regulations were intended to ensure by means of a screening process that only persons who were trustworthy with regard to national security were allowed to sail on vessels plying the Great Lakes and the Upper St. Lawrence River. They were renewed in June 1954 for a period of three years.

Civilian Rehabilitation

For years it had become increasingly apparent that the great need in the field of civilian rehabilitation was co-ordination of planning and effort, and on December 29, 1951 a National Advisory Committee on the Rehabilitation of Disabled Persons was established by order in council. In June 1952 the Government appointed a National Co-ordinator of Civilian Rehabilitation to head the Civilian Rehabilitation Branch, whose functions were to maintain close liaison with the Canadian Vocational Training Branch, the National Employment Service, and the Departments of National Health and Welfare and Veterans Affairs, to ensure that the contributions of each to the rehabilitation process are properly co-ordinated.

The Women's Bureau was established in 1954 and began to function in September of that year. Its purpose was twofold: first, to promote a wider understanding of the particular problens of women workers and of the employment of women; and second, to advance their opportunities in employment and enable them to make a more effective contribution to the labour force.

The Canada Fair Employment Practices Act, which went into effect on July 1, 1953, prohibited discrimination in any employment that came under federal jurdisdiction on the ground of race, religion, colour or national origin. The Industrial Relations Branch of the Department was responsible for its administration. This responsibility has since been entrusted to a Fair Employment Practices Branch, set up earlier this year.

Stimulation of Winter Employment

A working committee, composed of officials of the Department and the Unemployment Insurance Commission, was set up in 1954 to explore ways of putting into effect the recommendations contained in a report on seasonal unemployment presented to the National Advisory Committee on Manpower.

The Interdepartmental Committee on Winter Employment was constituted as a result of a Cabinet directive issued to all federal departments and agencies in July 1955. This committee was composed of senior officials of six departments and the Unemployment Insurance Commission, Central Mortgage and Housing Corporation, and Defence Construction (1951) Ltd. Its work was to promote winter employment through the adjustment of government building, repair and maintenance programs.

The Special Services Branch provided the secretariat for the Winter Employment Working Committee and the Interdepartmental Committee. It was also active in promoting winter employment by encouraging provincial governments, municipalities and various non-governmental national organizations to carry out, during the winter, construction and other work that had generally been performed during other times of the year.

The encouragement of winter work and the administration of several government programs to provide incentives to this kind of work continued to be an important part of the responsibilities of the Branch until nearly all of this work was transferred to the Department of Citizenship and Immigration in 1966.

The Female Employees Equal Pay Act came into force on October 1, 1956. The administration of the Act, which applied to employers and employees engaged in works, undertakings and businesses coming within federal jurisdiction, became the responsibility of the Industrial Relations Branch, but has since been entrusted to the Labour Standards Branch.

The Maritime Transportation Unions Trustees Act was passed in October 1963 and a board of three trustees appointed six days later.

The trusteeship had been proposed in the report of the Norris Industrial Inquiry Commission on the Disruption of Shipping, made public in July 1963, as a means to establish law and order in an industry long plagued by strikes, labour violence and union rivalry that had at times approached a state of war.

The Act was to expire on December 31, 1966, but was extended for another year.

Labour (Standards) Code

Just before the close of the fiscal year that ended on March 31, 1965, the Canada Labour (Standards) Code received the Royal Assent, and a new Labour Standards Branch was carved from the Industrial Relations Branch to administer it. The Code established standards for hours of work, minimum wages, annual vacations with pay, and holidays with pay, in employment within federal jurisdiction. The new branch also took over the administration of the Department's fair wages policy on government contracts.

Another new branch established during the same year was the Manpower Consultative Service, which was set up to develop and administer the Government's program of Manpower Assessment Incentives.

This program provided for financial assistance to industry and labour in carrying out programs of research at the plant level into the effects of industrial change, particularly technological change, on the work force, and into the various ways and means by which manpower adjustments to such changes could be made in such a way as to minimize the displacement of labour.

To emphasize the positive work of accident prevention in the Public Service, the Government Employees Compensation Branch, in the 1962-63 fiscal year, was renamed the Accident Prevention and Compensation Branch.

In addition, the Branch became responsible for administering the Canada Labour (Safety) Code when it was passed at the end of 1966. The purpose of this law was to provide for safe working conditions for all employees in industries and undertakings under federal jurisdiction.

The passage of the Canada Labour (Safety) Code completed the Canada Labour Code, which is a consolidation of five acts, the other enacted earlier: the Canada Labour (Standards) Code, the Canada Labour (Safety) Code, the Female Employees Equal Pay Act, the Canada Fair Employment Practices Act, and the Industrial Relations and Disputes Investigation Act.

On January 1, 1966, as part of an extensive re-organization of federal government departments, the Department of Labour was divided, and a large part of its work and staff transferred to the Department of Citizenship and Immigration (L.G., Jan.-Feb. 1966, p. 2; May 1966, p. 214), which was itself re-organized and renamed the Department of Manpower and Immigration.

And where does the Department of Labour stand today?

TODAY

AFTER the transfer of its manpower-related programs and responsibilities to the new Department of Manpower and Immigration, the Canada Department of Labour was left free to concentrate on its more basic functions, both traditional and modern. It was able to place increased emphasis on the promotion of harmonious relations between workers and employers, on assisting in the resolution of differences between them, on setting and enforcing labour standards, and on encouraging industrial safety and fair employment practices.

To fufil these responsibilities, the Department undertook a major structural re-organization, now nearing completion. In the re-organization, related functions were grouped in three arms, each directed by an Assistant Deputy Minister.

Under the Assistant Deputy Minister for Labour Relations were placed four branches: Conciliation and Arbitration, Labour-Management Consultation, Employee Representation and Fair Employment Practices.

Under the Director General of Research and Development were grouped five branches: Economics and Research, Legislation, International Labour Affairs, Special Services and Library Services.

Under the Assistant Deputy Minister for Labour Standards and Benefits, four branches were placed: Labour Standards, Women's Bureau, Industrial Pensions and Annuities, and Accident Prevention and Compensation.

Positive Policy

In the 18 months since the separation of its manpower programs, the Department has been directing its efforts to the development of a positive industrial relations policy. The objectives of the policy—to promote effective labour-management relations and to improve the standard of living of Canadians—are not new. What is new is the approach.

Canada has had labour programs for many years, but these have not before been brought together into an over-all comprehensive policy. As in other countries, the tendency has been to deal with particular problems as they arose. This rather hit-and-miss approach was adequate when labour and industrial problems were not as complex as they are today. It was encouraged by the way society, until quite recently, regarded social action programs.

Canada's attitude, and we were not alone in this, was that expenditure on such programs represented an absolute cost, that it reduced the money available for other investment. Support for social programs was provided largely on humanitarian grounds.

But now society is coming to the realization that spending money to make people more effective as workers, consumers and citizens is a form of investment that will pay off. The new economic goals for Canada, defined in 1964 by the Economic Council of Canada, called attention to the need for a new and more active labour policy. The emphasis in the industrial relations policy that the Department is working toward will be on free collective bargaining in which the Government's role would be to help make collective bargaining work more efficiently.

The Department believes that a major objective of a positive industrial relations policy is to ensure that the end product of Canada's industrial relations system conforms with generally accepted national goals.

The Department is fully aware that Canada urgently needs a more positive industrial relations policy. Events of 1966 provide sufficient proof. And it is fully aware that collective action in the determination of wages and working conditions is being employed by an ever-larger proportion of the work force.

Clearer Understanding

Canada's growing international commitments, and the expansion in the nation's essential services, dictate that private collective decisions be based on a clearer understanding of the larger public issues and of the impact of such decisions on national objectives.

Believing that compulsion as a means of resolving industrial problems is not the only alternative to free collective bargaining, the Department is putting its greatest effort into the task of making collective bargaining work.

The Department realizes that research must precede the adoption of any constructive program of action. Therefore, it is mobilizing its research resources for an examination of the industrial relations system, seeking answers to such questions as: Why do the parties to collective bargaining behave the way they do? What are the factors that change their behaviour from time to time? What factors produce conflict, and what factors and conditions lead to peaceful industrial relations? What is the cost of, and the benefits that can be expected from promoting industrial safety, and maintaining and promoting minimum wage provisions? The Department is also seeking answers to questions related to the internal workings of the free collective bargaining system, and to the impact on the system of external factors such as technological change.

The Department will, of course, continue to carry out economic studies and research into the nature of the labour-management relationship, the functions of wages, the response to technological change and the way in which our industrial relations system contributes to the attainment of economic and social goals. Work done in this Branch is supplemented by the Labour Department-University Research Program, which provides funds on a modest scale for research workers in universities.

The Department has other programs in the planning stage, among them training programs for mediators and arbitrators in labour disputes and for administrators of labour legislation.

Joint Consultation

One of the Department's long-standing programs that is receiving increased attention and emphasis is the encouragement of labour-management consultation. The Labour-Management Co-operation Service last year was transformed into the Labour-Management Consultation Branch and its personnel considerably augmented. The Branch is encouraging unions and management to settle some of their mutual problems through continuing labour-management consultation apart from the periodic negotiations.

The Department believes that regular meetings of employer and employee representatives to discuss such things as future changes and their effect on the plant and its workers stand a better chance of attaining mutually satisfactory answers to problems before they reach crisis proportions, and a better chance of holding off conflict.

And because the Department believes that at a time when

Canada cannot afford not to use the skills of all its citizens, it is steadily increasing its efforts to combat discrimination in employment on the grounds of race, colour, religion or national origin. A Fair Employment Practices Branch was established early this year to conduct the strengthened anti-discrimination campaign.

Now that the Government has appointed a Royal Commission on the Status of Women, the Department's Women's Bureau, which was established to bring about a wider understanding of the role of women in the labour force, will be increasingly called upon for information about women workers.

Although the act has yet to be proclaimed, the Department is already making preparations to encourage and promote safety in industries under federal jurisdiction, a responsibility put on it at the end of 1966 by the Canada Labour (Safety) Code. The Department is now busy drafting regulations to cover safety practices in the wide variety of industries under federal jurisdiction.

It is also strengthening its contacts with other countries by increasing the number of Labour Counsellors abroad, and through its continued participation in the ILO, OECD and other international bodies.

That is the posture held by the Canada Department of Labour mid-way through Centennial Year. What does the future likely hold for it? What's in store for the Department tomorrow?

TOMORROW

CANADA, and with it the Canada Department of Labour, has already entered a period of rapid change. In such a period, experience of things past is of little help in predicting things to come. But officials of the Department have accepted the LABOUR GAZETTE's invitation to cast their eyes ahead, even to prophesy what the Canada Department of Labour could conceivably be like and what its functions could become in the future.

Naturally, changes in the structure, make-up and activities of a government department normally result from changes in legislation. The Department's major piece of legislation, the Industrial Relations and Disputes Investigation Act, is likely to be closely reviewed by the Task Force on Industrial Relations headed by Dean H. D. Woods of McGill University.

Services Sector

As the proportion of the labour force employed in the services sector increases (it has been estimated that by the year 2000 Canada's service industries will provide work for about two-thirds of the labour force), it is entirely within the realm of possibility that the impact of disputes in essential services will intensify. And because the public is highly sensitive to such disputes, it is likely to demand more effective procedures for their settlement. In industries that may be said to possess a high degree of public interest—industries in which wage settlements might run counter to the public interest—more sophisticated machinery may have to be developed to assist the collective bargaining process, or a modified form of collective bargaining may have to be considered.

Could it be that what will emerge for use in such disputes will be the creation of several choices of action that the Government could take—in other words, an arsenal of alternatives? There are those who theorize that the presence of such an arsenal, because it keeps the disputing parties in doubt as to what action the Government intends to take, would spur them to reach agreement.

Because an ever-larger part of the work force is turning to collective action in the determination of wages and working conditions, collective bargaining will assume greater importance. There was a time when the Department of Labour could watch collective bargaining activities with some measure of detachment; but it will no longer be able to do so when more and more of the country's workers are resorting to the collective approach to wage determination.

And if the Government holds to the belief that its role in labour disputes should be only to assist the parties in reaching settlements, then enlarged corps of conciliators and arbitrators will be needed. The Department of Labour of the future, one can speculate, may operate training programs or schools with the object of producing a highly qualified and competent staff of conciliators.

But could it be, as the Presidents of Canada's two major employer organizations have said in the messages they prepared for this special Centennial section (see p. 427), that the condition of perpetual opposition in which labour and management have traditionally existed is fast disappearing? Is it unlikely that a country that has declared war on poverty, and has already won a few opening skirmishes, will be unable to come up with a plan to eliminate labour-management strife?

"The one factor that comes through to us from our 1966 experience," the Minister of Labour said at the end of April in an address to a convention in Ottawa, "is that the fundamental attitudes of labour and management in their approach to and use of the collective bargaining machinery must change. While the initiative is still theirs to take, labour and management must develop an acceptable system of effective, periodic consultation during the course of their agreements, and they must do this soon."

The two opposing parties themselves will likely find that they will have to work closely together as they face up to the fact that a worker will likely change his occupation—with the consequent need for retraining—as many as ten times during his working life. In addition, as the workload becomes lighter and working hours shorter, labour and management will have to engage in joint consultation in order to plan for employees' leisure hours. Labour-management consultation was held to be essential in the early 1940s to meet wartime needs. Is there not justification to predict that by the 1990s it will have become universally accepted to meet the needs of a country in a period of continual change?

Industrial Safety Program

Now that the passage of the Canada Labour (Safety) Code has placed on the Department the responsibility for administering a comprehensive industrial safety program, it is certain that, within the next few years, all places of employment within federal jurisdiction will be subject to regulation in the interest of the safety and health of the worker. Can it be contemplated that the standards and practices likely to develop under the Safety Code will be given uniform application throughout the country? An efficient accident prevention program conducted from coast to coast in Canada would make a positive contribution to substantial reductions in manpower losses from on-the-job accidents, and to real savings in the money costs resulting from such accidents.

It is possible, even likely, that employees of industries within federal jurisdiction, who are not protected under provincial workmen's compensation law, will be covered at some future time by a system along the lines of that now relating to merchant seamen. It is also conceivable that a uniform system will be introduced to apply to all employees of federal agencies regardless of the province in which they may be employed. This would achieve uniformity in monetary benefits, as well as more consistency in general administration and other related services.

Social security measures are proliferating. Is it probable that within the next several years there will be some integration of a number of these now-separate measures, including workmen's compensation? If this comes to pass, there will be a reconstruction of the present workmen's compensation system, which has served Canada very well for more than 50 years, but which is now beginning to be directly affected by other legislation that provides income benefits in cases of disability or death.

As the introduction of technological change and automation spreads throughout Canadian industry, some disruption of employment will occur, and some workers will be displaced. In order to make the period between a worker's displacement and his ultimate reaping of the benefits of technological change as painless as possible, programs similar to the Transitional Assistance Benefit Program could conceivably be instituted.

The Department's programs gain strength from an understanding of the way similar problems are dealt with in other countries. The international activities of the Canada Department of Labour are certain to continue to garner such knowledge. But the Department's international activities will no doubt increasingly be devoted to helping countries in the less-developed regions of the world. In not too many years, one can envisage the exchange of international experience through computer storage and closed circuit television, and through labour counsellors' reporting by visual telephone and recording equipment in contrast to the old-fashioned and laborious writing of despatches.

The Department's own survey work will undoubtedly be improved by the transfer of survey operations to computers. The future may indeed produce survey and computer operations and communications efficient enough to enable workers to pursue high-paying jobs on the basis of instant information; a smoothly functioning labour market depends, among other things, on the availability of swift and accurate information on job opportunities and on wage rates and other conditions of employment.

Computer systems are likely to find a place also in the Canada Department of Labour Library. Such systems are already in service in many larger libraries for bibliographic and circulation purposes, and have proved their worth.

The Canada Department of Labour pioneered in portable pensions; the Canadian Government annuities that it handles may not be surrendered, unless the annuity is a very small one. Because the Department would not underwrite a pension plan unless it met the Department's standards of vesting, it pioneered, too, in encouraging vesting of employer money in the employees. In the future the Department can see considerable expansion in pension plans for small businesses. The effect of the Canada Pension Plan will likely be to stimulate interest in pensions and the desire to add privately a "second deck" of coverage so that the worker's total retirement income will preserve his standard of living.

It is unlikely that Canadians will consider the labour standards now established by federal legislation to be exhaustive. The needs of a developing economy and society will undoubtedly bring about a need for more benefits, and higher minimum benefits for employees than are now provided. The Department intends to remain abreast of legislative developments in other jurisdictions, and sensitive to the needs of employees and employers for changes in existing standards. The Department will continue to bring up-to-date thinking to the solution of any problem that may confront it.

EPILOGUE

IN this review of the Department of Labour, one factor stands out: continuity. Throughout the 67 years of its existence, the Department has continued to face much the same problems. It has varied its methods of dealing with them; but the variation has been mainly in emphasis, intensity and scale. Fundamentally, there has been little real change.

One of the main concerns of the Department from the first has been how to deal with industrial disputes that affect the public interest. The very act by which the Department was established was called the Conciliation Act. The Railway Labour Disputes Act of 1903 and the Industrial Disputes Investigation Act of 1907 were attempts to deal with the difficult problem of leaving employers and employees free to settle the conditions on which they would agree to work together, while at the same time protecting the public from becoming the victim of that freedom. That this problem is as much alive as ever has been made abundantly clear by the events of the past few years.

The Royal Commission on Industrial Relations of 1919 was set up with the object of finding ways of encouraging labour and management to co-operate to their mutual advantage, and this aim is still being pursued by the Department.

Even what may be regarded as a modern development, the attention that is now given to the place of women in the labour force, has its roots in the past. It was Mackenzie King's solicitude for the women working under sweatshop conditions making goods for the Post Office that led to the establishment of the Department.

The campaign that the Department carried on in recent years to stimulate winter employment is not an entirely new idea either. Remember that a conference was held in Ottawa in 1924 "for the purpose of devising means for the regularization of industrial employment, having regard particularly to building and other out-of-door work during the winter season."

The Department's story is another illustration of the truth of the saying that the more things change the more they are the same: labour problems are always with us.

I Remember . . .

Ronald Hooper

Former Editor, LABOUR GAZETTE

The following reminiscence is by Ronald Hooper, who was Editor of the LABOUR GAZETTE from 1917 to 1923. Now 82, Mr. Hooper is living in Richmond, B.C.

When I was appointed editor of the LABOUR GAZETTE in 1917 the Minister made quite a point of telling me that my three predecessors were making important contributions to Canadian industrial life. They were W. L. Mackenzie King, R. H. Coats and Bryce M. Stewart. This put me on my mettle.

Mr. King, as is well known, founded the GAZETTE and was its first editor. He left it to become the first deputy minister of the newly created Department of Labour. Mr. Coats then took over and carried on until he was appointed chief of the Dominion Bureau of Statistics.

Bryce Stewart, in addition to editing the GAZETTE, was also the guiding spirit in creating and setting up what was then known as the Dominion-Provincial Employment Service. He left the GAZETTE to take charge of this service. Later he retired from the government service and went to the United States. When World War II broke out, Mr. King, then Prime Minister, brought him back to Canada to head the Labour Department as its deputy minister.

When I took over the LABOUR GAZETTE, the nature and style had been clearly defined, as were the general monthly articles and the format. My general instructions were to keep it that way. The staff consisted of W. W. Edgar, J. H. McGee and two typist-stenographers. We wrote articles of general industrial interest; but the statistical articles, dealing with such subjects as wage rates and the cost of living, were supplied by workers in these special fields. Our responsibility was to edit the accompanying script and to see that the findings contained no obvious errors. For example, any noticeable variation in figures from one month to the next had to be inquired into.

We introduced one new feature: a monthly record of fatal industrial accidents and their causes. We also recorded non-fatal accidents serious enough to require action by the several provincial Workmen's Compensation Boards. We also watched newspaper reports. Having learned that the Gazette's monthly article, "Legal Decisions Affecting Labour," was appreciated by both management and labour, we extended this as well as we could; but in those days, judicial decisions on such matters were not very plentiful.

In connection with our work on an annual index of all articles and items appearing in the GAZETTE, an amusing thing happened. The young lady assigned to this task had to learn by experience. Looking over some of her copy, I noticed under the name of a certain judge the words "His great mind." Without any intention of casting reflections on the learned judge I looked up the page indicated. I found an item quoting verbatim a legal decision in which the judge had said that he had "a great mind" to commit a witness for contempt of court.

When I left the Labour Department in 1923 to join the editorial staff of the Winnipeg Tribune, I found the experience and general knowledge gained while on the staff of the LABOUR GAZETTE of real value when writing editorial and special articles on industrial matters.



—Centennial Commission Photo by Malak, Ottawa

The Confederation Train, a mobile history of Canada's first 100 years, is scheduled to visit every major city.



—Centennial Commission Photo by Malak, Ottawa

This is a typical interior of the railway cars that carried Canadians across the country in the 1880s.

CHRONOLOGY

1900—Conciliation Act created Department of Labour.
1900—Administration of Fair Wages Resolution of (March) 1900 turned over to the Department on its organization.
1900—Department of Labour Library established.
1900—LABOUR GAZETTE first published in September.
1903—Railway Labour Disputes Act enacted; administration placed under Minister of Labour.
1906—Conciliation and Labour Act enacted, consolidating Railway Labour Disputes Act and Conciliation Act.
1907—Industrial Disputes Investigation Act enacted.
1909—Labour Department Act created separate Labour portfolio.
1910—Combines Investigation Act passed; administration placed under Minister of Labour.
1911—Labour Statistics Branch established.
1911—First edition of *Labour Organizations in Canada* published (1967 edition will be number 56).
1915—First annual report on *Labour Legislation in Canada* issued.
1918—Employment Offices Co-ordination Act passed; Employment Service Branch formed to administer it.
1919—First International Labour Conference, Washington D.C. Canadian delegation was "one of the most complete representations."
1919—Combines and Fair Prices Act repealed Combines Investigation Act.
1919—National Industrial Conference held in Ottawa after issue of Report of Royal Commission on Industrial Relations.
1919—Technical Education Act enacted; Director of Technical Education named to the Department.
1921—First of the annual reports on wage rates and hours of labour published.
1922—Administration of the Government Annuities Act (1908) transferred to the Minister of Labour from the Postmaster General; Annuities Branch established.
1923—New Combines Investigation Act enacted and placed under the Minister of Labour.
1927—Administration of the Old Age Pension Act placed under the Minister of Labour.
1927—Labour Intelligence Branch formed.
1930—Fair Wages and Eight-Hour Day Act enacted.
1930—Unemployment Relief Act passed; administration assigned to the Minister of Labour.
1931—Unemployment and Farm Relief Act passed; administration given to the Minister of Labour.
1932, 1933, 1934, 1935—Relief Acts passed.
1935—Administration of Old Age Pensions Act transferred to Department of Finance.
1936—Unemployment Relief and Assistance Act passed.
1937, 1938, 1939, 1940—Unemployment and Agricultural Assistance Acts passed.
1938—Formation of Canadian Association of Administrators of Labour Legislation.
1939—Youth Training Act passed.
1940—Unemployment Insurance Act passed; Unemployment Insurance Commission takes over the Employment Offices in 1941; Employment Services Branch closed.
1941—Wartime Bureau of Technical Personnel established.
1942—Industrial Relations Branch formed.
1942—Vocational Training Co-ordination Act passed; Canadian Vocational Training Branch formed; Youth Training Act of 1939 expired.
1942—Control of Unemployment Insurance Offices transferred temporarily to Minister of Labour to handle the administration of National Selective Service Civilian Regulations.
1942—Re-instatement in Civilian Employment Act made the responsibility of the Minister of Labour.
1942—Research and Statistics Branch formed.
1942—Labour Intelligence Branch disbanded.
1942—National Registration transferred from the Department of National War Services to the Department of Labour.
1942—Legislation Branch formed.
1943—Dominion-Provincial Farm Labour Program began.
1943—Information Branch formed.
1944—Industrial Production Co-operation Board established.
1945—National Selective Service Manpower Controls revoked September 17, control of men in agriculture ended November 15.
1946—Wage Controls terminated December 1, 1946; National Registration ended August 15.
1946—International Labour Organization Branch formed.
1946—Polish veterans arrive in Canada for placement on farms, and first of "displaced persons" resettled in Canada.
1947—National Selective Service Civilian Regulations revoked March 31.
1947—Regional Offices of the Bureau of Technical Personnel closed March 31.
1947—Labour-Management Co-operation Service established May 15, 1947.
1947—Department's Office in Vancouver, administering the settlement of Japanese, closed.



—Centennial Commission Photo by Malak, Ottawa

Ten canoes will mark Canada's 100th birthday with a 100-day, cross-country race from British Columbia to Expo 67, Montreal.

1948—Industrial Relations and Disputes Investigation Act enacted; Canada Labour Relations Board established by the Act.

1948—Control of the Movement of Japanese in Canada revoked March 31.

1949—Economics and Research Branch superseded Research and Statistics Branch.

1950—Government Employees' Compensation Act and Merchant Seamen's Compensation Act transferred to the Department.

1950—Special Services Branch formed.

1950—Department inaugurated plan to assist women to come from United Kingdom for employment in domestic service in Canada.

1951—National Advisory Council on Manpower established February 1951.

1951—Great Lakes Seamen's Security Regulations issued, effective March 22, 1951.

1951—National Advisory Committee on the Rehabilitation of Disabled Persons established December 29, 1951.

1952—National Co-ordinator of Civilian Rehabilitation appointed; Civilian Rehabilitation Branch formed.

1953—Canada Fair Employment Practices Act came into effect July 1, 1953.

1954—Women's Bureau established.

1954—Special Services Branch given responsibility for program to stimulate winter employment.

1955-56—Interdepartmental Committee on Winter Employment constituted.

1956—"Do It Now—Why Wait for Spring" campaign organized.

1956-57—Female Employees' Equal Pay Act came into effect October 1, 1956.

1957—Great Lakes Seamen's Security Regulations expired.

1958—Annual Vacations Act enacted.

1958—Municipal Winter Works Incentive Program launched.

1959—Department of Labour hostel at St. Paul L'Ermite for newly arrived immigrants closed December 31. Similar hostel at Ajax, Ont., closed in 1953.

1961—Technical and Vocational Training Assistance Act superseded Vocational Training Co-ordination Act.

1962—Vocational Rehabilitation of Disabled Persons' Act came into effect April 1, 1962.

1963—Maritime Transportation Unions Trustees Act passed.

1963—Winter House Building Incentive Program and Supplementary Federal Government Winter Construction Program introduced.

1963—Government Employees' Compensation Branch renamed Accident Prevention and Compensation Branch.

1964—Labour Standards Branch formed, August 1964.

1964—Manpower Consultative Service formed.

1964—Information Branch and Labour Gazette Branch merged to form Information and Labour Gazette Branch.

1965—Canada Labour (Standards) Code passed (to take effect July 1, 1966).

1965—Transitional Assistance Benefit Program introduced.

1966—Manpower programs of the Department transferred to the Department of Citizenship and Immigration to become nucleus of Department of Manpower and Immigration (January 1, 1966).

1966—Canada Labour (Safety) Code passed.

1966—Task Force on Labour Relations set up.

1966—Labour-Management Co-operation Service became Labour-Management Consultation Branch.

1966—Department of Labour Library became Library Services Branch.

1966—Annuities Branch renamed Industrial Pensions and Annuities Branch.

1967—Information and Labour Gazette Branch renamed Public Relations and Information Services Branch.

1967—Fair Employment Practices Branch established to assume responsibility from Industrial Relations Branch for administration of Canada Fair Employment Practices Act.

1967—Creation of Conciliation and Arbitration Branch and Employee Representation Branch from the Industrial Relations Branch.

100 Years of Labour Organization

A survey of the growth of the Canadian labour movement in the past century. From modest beginnings, membership has expanded until today it is close to 1,750,000. About one in every four members of the labour force, and about one in every three non-agricultural paid workers belongs to the movement.

A century ago, when the Canadian economy was largely agricultural, and concentrations of population and industry were few, labour organization extended little beyond local units, despite the fact that a few labour unions were in existence in Canada as early as the 1820s. Today, the locals number more than 7,600, and most of their unions are affiliated with one of the two central labour congresses—the Canadian Labour Congress, the larger, and the Confederation of National Trade Unions, which operates almost exclusively in Quebec.

Union membership is nearing 1¾ million and is widely dispersed industrially, occupationally and geographically. About one in every four members of the labour force and, about one in every three non-agricultural paid workers belongs to the union movement.

A unique feature of the Canadian labour movement is its international character; the growth of the union movement in this country has been greatly influenced by events and developments in the United States. Although there have been several attempts in the past 100 years to "nationalize" the labour movement in Canada, only that part in the CNTU, a few national unions in the CLC, and a few independent unions have no international connection.

International Unionism

International unionism in this country began in the decade preceding Confederation, when unions operating in the U.S. began to form locals in Upper Canada. Not until 1873, after Confederation, was an attempt made to form a national federation of unions. In that year, 30 local unions in Ontario formed the Canadian Labour Union. The CLU held conventions for several successive years, but the organization failed to thrive. But a Canadian Assembly organized in 1881 by the Knights of Labour, which had been established in the U.S. in 1869, was able to claim a membership of 16,000 by the end of the 1880s; the Knights organized workers regardless of trade or occupation. At a convention, the second, of trade unions and Knights of Labour Assemblies in 1886, the Dominion Trades and Labour Congress was founded. In 1893 this became the Trades and Labour Congress of Canada, a body that existed under that name for the next 63 years.

Just after the turn of the century, international unions in the TLC that were affiliated with the American Federation of Labor in the U.S. gained control of the Congress, amended the Constitution to eliminate "dual unionism," and brought about the expulsion in 1902 of the District Trade Assemblies of the Knights of Labour, together with a number of purely Canadian unions. The expelled unions joined with others to form the National Trades and Labour Congress, which, in 1908, became the Canadian Federation of Labour, a direct forerunner of the Canadian Congress of Labour, second partner to the merger that produced the CLC. In the same year, a group of Canadian railway unionists, dissatisfied with the treatment they were receiving from their international union, organized the Canadian Brotherhood of Railway Employees.

One Big Union

Another separation from the mainstream of organized labour occurred in 1919 when a group objecting to the emphasis on craft unionism in the TLC, and advocating more direct action in preference to legislative submissions, formed the One Big Union. This union group sought to organize by industry rather than by trade. It gained prominence after the Winnipeg General Strike of 1919, at which time it claimed a membership of 41,500. But it soon began to decline, and at the time of its entry into the Canadian Labour Congress in 1956 had only 6,000 members.

In 1927, dissidents from the Canadian Federation of Labour joined with the Canadian Brotherhood of Railway Employees and the now-shrunken One Big Union to form the All-Canadian Congress of Labour. The ACCL objective was the achievement of the complete independence of the Canadian labour movement. But the Depression arrived soon after the birth of the ACCL. Its membership went into a decline, as did that of the TLC, and union membership did not pick up again until after 1935.

In that year, the Wagner Act was passed in the United

States. The Act protected labour's right to join unions and to bargain with employers; and six leading industrial unions in the AFL formed the Committee for Industrial Organization to organize workers in mass production industries. In Canada, agitation grew for legislation similar to the Wagner Act, and unions belonging to the Committee for Industrial Organization lent assistance to Canadian organizing efforts. On the grounds that they were fostering dual unionism, in 1936 the AFL suspended, and the following year expelled the unions forming the Committee. They then set up a new central organization, the Congress of Industrial Organizations. The TLC avoided a similar split in its ranks until 1939, when its executive came to the conclusion that it could no longer ignore the dual unionism advocated by the CIO unions; the Canadian branches of the CIO unions were expelled from the TLC.

The All-Canadian Congress of Labour, its strength weakened after the general decline in union membership during the Depression, and after the defection in 1936 of a group of unions who left to form a new Canadian Federation of Labour, saw new hope for its policy of industrial unionism. It joined with the CIO unions in 1940 to form the Canadian Congress of Labour.

Labour Unity

In the early 1950s, sentiment favouring labour unity grew in both the TLC and the CCL, and at a joint convention in Toronto in April 1956, the two organizations merged to form the Canadian Labour Congress. The merger convention was the largest-ever labour gathering in Canada to that time (L.G. 1956, p. 634) with 1,619 delegates representing 1,380 organizations and more than one million members. The convention invited the Canadian and Catholic Confederation of Labour to join the merged federation, but the invitation has never been accepted.

The CCCL, a forerunner of the Confederation of National Trade Unions, Canada's other central labour organization, had its beginning in a lockout of boot and shoe workers in Quebec City in 1900; all 22 members of a recently organized employers' association had locked out their workers after employees of one member had gone on strike. The award of the Archbishop of Quebec, appointed to arbitrate the dispute, was in accordance with the directives contained in Pope Leo XIII's 1891 encyclical, *Rerum Novarum*. One of the principles set forth in the encyclical was that the Church must give moral guidance to workers in their attempts to gain economic improvements, and the Archbishop recommended, and the unions accepted the appointment of chaplains.

But not until 1912 was a purely Catholic union set up, among pulp and paper workers. Soon others followed, and in 1918, these *syndicats* united under the name National Central Trades Council. Conventions were held in 1918, 1919 and 1920. At the 1921 convention in Hull, the Canadian and Catholic Confederation of Labour was formed. The CCCL was organized mainly on craft lines, but in some cases, as among asbestos and clothing workers, organization was along industrial lines.

After World War II, the CCCL shared in organized labour's membership gains, and at the same time underwent significant changes in policy and viewpoint. For a time in the late 1950s it appeared that merger with the CLC might take place. But it has not yet come to pass. At its 1960 convention the CCCL changed its name to Confederation of National Trade Unions, and adopted a new statement of principles that contained no allusion to the social doctrine of the Church—merely a reference to adherence to "Christian principles" (L.G. 1960, p. 1264).

In this year of Canada's Centennial, about 85 per cent of all union members in Canada are in unions affiliated with one of the two central labour organizations; the CLC has about 74 per cent, the CNTU about 11 per cent. Of the remaining members, about 1 per cent are in unions affiliated with the AFL-CIO only, about 7 per cent in unaffiliated international unions, and about 7 per cent in unaffiliated national unions and independent local organizations.



—Centennial Commission Photo by Malak, Ottawa

The Centennial Caravan carries the message of Canada's first 100 years into the remotest corners of the country.

100 Years of Labour Legislation

Legislation prescribing minimum labour standards in Canada has been enacted almost from the start of our 100-year history. It ranges from the Trade Unions Act of 1872 to the Canada Labour Code, which was completed with the passing of the Canada Labour (Safety) Code in December 1966.

THE development of the legislative framework within which collective bargaining functions in Canada and of the legislation prescribing minimum labour standards has been under way almost from the beginning of the nation's 100-year history. It began with the Trade Unions Act of 1872, the law that bestowed legality upon trade unions.

This Act, which declared that unions were not to be regarded as criminal conspiracies subject to prosecution on the ground that they were in restraint of trade, gave unions the freedom to develop and pursue their goals. And this led to the enactment of further legislation, so that today the employer-employee relationship in most employment in Canada is carried on under a large body of labour laws that has been growing up over many years. This article is the story of that growth.

Labour Relations Acts (1) guarantee both workers and employers freedom of association and the right to organize; (2) provide for the certification of a trade union as the exclusive bargaining agent of an appropriate bargaining unit of employees of an employer; and (3) make it mandatory on both the employer and the union to negotiate with the object of reaching a collective agreement. The Acts provide also for government intervention when negotiations break down, and prohibit strikes or lockouts until the conciliation procedure is completed. Strikes or lockouts are forbidden also during the life of a collective agreement, the administration of which is left to the parties themselves.

The Conciliation Act

Government intervention in industrial disputes dates from the Conciliation Act of 1900, the law that provided for a federal Department of Labour and for publication of the LABOUR GAZETTE. This Act made government conciliation services available to the parties to a dispute. Compulsory conciliation was introduced in 1907, with the passage of the Industrial Disputes Investigation Act (L.G. 1907, p. 1108, 1147). It was this Act that introduced the prohibition of both strikes and lockouts until the legal requirements regarding conciliation had been complied with. The I.D.I. Act, which provided for the appointment of a conciliation board in labour disputes, applied at first to mines, transport, communication and public utilities, but a court decision later restricted its scope. With the aim of bringing the force of public opinion to bear on the settlement of the dispute, reports of conciliation boards were made public. This Act, and provincial laws embodying similar principles, regulated the settlement of industrial disputes until World War II.

During the war, a milestone in Canadian labour relations legislation was reached: the enactment by the federal Government of P.C. 1003, the Wartime Labour Relations Regulations. This legislation, which was influenced by the Wagner Act (National Labor Relations Act) (L.G. 1935, p. 343, 605) in the United States, guaranteed workers the right to organize, provided for compulsory collective bargaining, and set up a Labour Relations Board to determine questions of union recognition. Under wartime emergency powers, P.C. 1003 was made applicable in all provinces. After the war, when the provinces resumed their normal jurisdiction in labour matters, new legislation was enacted, by Parliament and the provincial legislatures, that embodied with certain modifications the national labour policy established during the war.

Protection of Workers

Laws designed to protect workers against the hazards of their working environment had their beginning 17 years after Confederation. In 1884 Ontario, and in 1885 Quebec enacted factory Acts; five other provinces passed similar laws before 1910. These laws not only fixed age limits for child workers, and reduced working hours of women and children, but also provided other safeguards for the health and safety of all workers in the factory. Modernized and expanded, these laws now cover many aspects of employee safety. In some provinces, general industrial safety laws have replaced the factory Acts, and most provinces now have special legislation to promote safe working conditions in the construction industry. Other legislation provides for inspection by specialized staffs of boiler, elevator, electrical, gas and oil and other types of mechanical installations.

Workers in most industries are protected against loss of earnings resulting from employment injury by workmen's compensation laws, which had their origin in Ontario in 1915, when that province enacted a law based on the report of a special commissioner, Sir William Meredith (L.G. 1965, p. 124). The Ontario Workmen's Compensation Act introduced several new principles. An injured workman's right to bring an action for damages against his employer was taken away; in return, he was made eligible for compensation, regardless of his own or his employer's negligence. Employers, instead of being personally liable for payment of compensation, were

brought under a scheme of compulsory mutual insurance in a Government-operated Accident Fund. Under this scheme, all compensation costs were to be borne by employers collectively, and claims were to be removed from the courts and decided by a largely autonomous Workmen's Compensation Board.

The Act was widely copied. The new system gradually spread throughout Canada and is now in effect in all provinces, the last to adopt it being Prince Edward Island, in 1949, and Newfoundland, in 1951.

Under workmen's compensation laws, to be entitled to benefits a workman must be employed in an industry covered by the Act at the time of the injury, although in some jurisdictions compensation is not payable for injuries lasting less than a specified number of days—the "waiting period"—and a worker may be disqualified if the injury is due to his own misconduct. Medical benefits are provided without limitation, regardless of a waiting period. Benefits for disability are based on 75 per cent of earnings, subject to an annual ceiling. Where disability is permanent, a life pension is paid, irrespective of future earnings; and where death results, fixed monthly payments are made to dependants.

Labour Standards

Most Canadian workers are subject to minimum standards of wages, hours, annual vacations and public holidays.

The process of setting minimum wage rates for workers of both sexes has covered a span of close to 50 years. Provincial regulation of minimum wages dates from the years after World War I. In response to a demand for protection of women workers against exploitation, minimum wage laws had been enacted by six provinces by 1920. Minimum rates for men, although established in British Columbia in 1925, were not fixed in most provinces until the 1930s, and in Ontario and Nova Scotia, not until the mid-1960s.

Federal responsibility to regulate working conditions in certain industries was clarified only after World War II, and the Canada Labour (Standards) Code, enacted in 1965, set the first minimum wage rate for workers in federal industries.

Workers under federal jurisdiction are entitled by law to a minimum rate of $1.25 an hour. Under provincial minimum wage laws, rates have reached or are approaching $1 an hour in most provinces.

Working Hours

Although there are many exceptions, working hours in Canada are now commonly limited to eight in a day and 40, 44 or 48 in a week; or, if limits are not imposed, payment at an overtime rate must be made for work beyond specified daily and weekly hours.

The first Hours of Work Act in Canada was passed in British Columbia in 1923; it was modelled on an International Labour Convention, and restricted hours of male as well as female workers. Alberta followed in 1936 and other provinces in the 1940s. Quebec instituted its system of regulating wages and hours through the extension of collective agreements, under the Collective Agreement Act, in 1934.

Annual vacation legislation in Canada was first enacted in Ontario in 1944. Within the next three years, five other provinces followed suit; and in the 1950s, the New Brunswick, Nova Scotia and federal legislation was enacted. A two-week vacation is the usual standard set by law, but three provinces require a one-week vacation, and Saskatchewan provides for a three-week vacation after five years of service.

Legislation requiring the observance of paid public holidays was first enacted in Saskatchewan in 1947. An increasing number of provinces now have similar legislation. Under the federal law, the Canada Labour (Standards) Code, employers must give their employees eight paid holidays a year and, with some exceptions, must pay a premium rate to an employee required to work on a holiday.

Canadian laws guaranteeing workers equality of opportunity and treatment in employment, without discrimination on account of race, colour, religion or national origin, had their beginning in the Ontario Fair Employment Practices Act of 1951. Similar laws are now in effect in most jurisdictions.

In recent years, the grounds on which discrimination is prohibited have been extended. Quebec defines "discrimination" to include any distinction based on sex, and Ontario and British Columbia forbid discrimination against older workers solely on grounds of age. Equal pay laws in nine jurisdictions prohibit discrimination solely on the basis of sex, in the wage rates paid.

Unemployment Insurance

The Unemployment Insurance Act, passed in 1940 after a constitutional amendment gave Parliament jurisdiction in this field, established a compulsory contributory unemployment insurance program, which came into effect in 1941. The program now covers about four fifths of all non-agricultural workers in Canada; and on April 1 this year, coverage was extended to paid workers in agriculture and horticulture.

The program is financed by equal contributions from employers and employees, the amount depending on the weekly wages of the employees, plus a contribution from the federal Government. To obtain benefits, an unemployed worker must have made contributions for the required number of weeks, and must show that he is available for and capable of work but enable to obtain it. Benefits, which vary with the earnings of the insured person, are payable for a period related to the length of the person's contribution record, up to a maximum of one year.

To administer the program, the Act provided for the appointment of the Unemployment Insurance Commission. The public employment offices, which had functioned under a joint federal-provincial arrangement since 1918, were replaced by a national employment service operated by the Commission. On April 1, 1965 the National Employment Service was transferred to the Canada Department of Labour, and on January 1, 1966 to the Department of Citizenship and Immigration (now the Department of Manpower and Immigration), where it became the Canada Manpower Division.

Latest Developments

The development of labour legislation in Canada continues. Another law for the protection of the worker was enacted as recently as the end of December 1966, when Parliament passed the Canada Labour (Safety) Code. The passage of this act completed the Canada Labour Code, comprising the Canada Labour (Standards) Code, the Canada Fair Employment Practices Act, the Female Employees Equal Pay Act, and the Canada Labour (Safety) Code.

And labour organizations, in their annual submissions to both federal and provincial governments, continue to press for changes in labour legislation and in its administration. In addition to improvement of the minimums set in the Canada Labour (Standards) Code, the change most strenuously sought is a curb on the use of injunctions in labour disputes.

The whole subject of labour disputes is currently being studied by two government-appointed bodies, the federal Task Force on Labour Relations, established last September in the wake of the rail strike in August (L.G., Nov. 1966, p. 631), and the Ontario Royal Commission Inquiry into Labour Disputes (L.G., Dec. 1966, p. 709).

At the end of the nation's first 100 years, that's the status of labour legislation in Canada.


1867 Centennial of Canadian Confederation 1967
Le Centenaire de la Confédération Canadienne 1967

List No. 220

By the Library Staff

Publications Received In

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The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the Labour Gazette.

Annual Reports

1. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Annual Report for the Year ending June 30, 1966.* Halifax, 1966. Pp. 26.

2. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1966.* [Victoria ? 1967]. Pp. 123.

3. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Fourteenth Annual Statistical Report of Claims for Work Injuries of Federal Public Service Employees for the Fiscal Year ending March 31, 1966.* Ottawa, 1966. Pp. 20.

4. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour. . Annual Report No. 48, October 1965.* Ottawa, Queen's Printer, 1966. Pp. 400.

Text in English and French.

5. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1965. Report No. 9.* Ottawa, Queen's Printer, 1966. Pp. 179.

Text in English and French.

6. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Labour Standards in Canada concerning Child Labour, Minimum Wages, Equal Pay for Equal Work, Hours of Work, Weekly Rest-Day, Holidays, Fair Employment Practices, Notice of Termination of Employment and Workmen's Compensation.* December 1965. [Ottawa, Queen's Printer, 1966] Pp. 73.

7. CANADIAN MARITIME COMMISSION. *Nineteenth Report, June 15, 1966, submitted under the Provisions of the Canadian Maritime Commission Act, 1947.* Ottawa, Queen's Printer, 1966. Pp. 33.

English and French text, the latter reversed with separate title page.

8. GREAT BRITAIN. SOCIAL SCIENCE RESEARCH COUNCIL. *Report, Dec. 1965/March 1966.* London, HMSO, 1966. Pp. [19].

9. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report, 1966.* Winnipeg [1967 ?] Pp. 96.

10. NEW BRUNSWICK. DEPARTMENT OF LABOUR, *Annual Report for Year ending March 31st., 1966.* [Fredericton 1966 ?] Pp. 92.

11. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ending March 31, 1966.* Halifax, Queen's Printer, 1966. Pp. 70.

12. ONTARIO. DEPARTMENT OF LABOUR. *Forty-seventh Annual Report for the Fiscal Year ending March 31st, 1966.* Toronto, 1967. Pp. 68.

13. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Twenty-Second Annual Report for the Twelve Months ended March 31, 1966.* [Regina, 1966] Pp. 120.

14. U.S. NATIONAL MEDIATION BOARD. *Thirty-Second Annual Report, including the Report of the National Railroad Adjustment Board for the Fiscal Year ended June 30, 1966.* Washington, GPO, 1967. Pp. 94.

15. U.S. PRESIDENT, 1963- (LYNDON B. JOHNSON). *Economic Report of the President transmitted to the Congress, January 1967; together with the Annual Report of the Council of Economic Advisers.* Washington, GPO, 1967. Pp. 314.

Automation

16. EUROPEAN CONFERENCE ON THE MANPOWER ASPECTS OF AUTOMATION AND TECHNICAL CHANGE, ZURICH, 1966. *Manpower Aspects of Automation and Technical Change: European Conference, Zurich, 1st-4th February 1966.* [*Final Report*] Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1966. Pp. 138. *Supplement to the Final Report.* Paris, OECD, 1966. Pp. 439.

"The present . . . conference . . . follows upon a North American regional conference held in Washington D.C. in December 1964 on 'The Requirements of Automated Jobs'."

The Final Report of the Conference presents a summary report, remarks by Government, university and management representatives, and conclusions of the conference. The Supplement contains papers presented at the conference. The conference "centred upon the degree of penetration of automation and new technical innovations and then upon their effects on the content and location of jobs, and finally upon preparation for work life and retraining for adults."

17. HEILBRONER, ROBERT LOUIS. *Automation in the Perspective of Long-Term Technological Change.* Washington, Dept. of Labor, Manpower Administration, 1966. Pp. 38.

"Condensed transcript of the seminar held in Washington, DC., December 16, 1965."

18. U.S. BUREAU OF LABOR STATISTICS. *Technological Trends in Major American Industries.* Washington, GPO, 1966. Pp. 269.

"[This bulletin] extends and updates the report, *Technological Trends in 36 Major American Industries*, which was issued in 1964 for the President's Advisory Committee on Labor-Management Policy.

"Major industries are covered in 40 separate reports . . . Each industry report deals with three broad aspects of change: outlook for technology and markets; manpower trends and outlook; and some issues and examples of formal and informal measures that are being used in the industry to ease the introduction of technological change."

Economic Conditions

19. EASTMAN, HARRY CLAUDE MacCOLL. *The Economic Council's Third Annual Review; An Evaluation.* Montreal, Private Planning Association of Canada, Canadian Trade Committee, 1967. Pp. 32.

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Business Outlook in Canada, 1967, a Forum Report.* Montreal, 1966. Pp. 80.

The forum's fourth annual session on the Canadian business outlook held in Montreal on October 21, 1966.

Partial contents: United States economy. Capital spending. Government sector. Consumers' income and expenditure. Balance of international payments. Capital markets and monetary policy. Economic developments overseas.

The following seven Economic Surveys were prepared and issued by the Organization for Economic Co-operation and Development in Paris in 1966.

21. *Economic Surveys: Belgium-Luxembourg Economic Union.* October 1966. Pp. [41].

Reviews the economy of Belgium and Luxembourg in 1965 and examines the economic trends in 1966.

22. *Economic Surveys: Iceland.* December 1966. Pp. 41.

Reviews current trends in the economy and economic problems, and considers longer-term trends and problems.

23. *Economic Surveys: Netherlands.* July 1966. Pp. 54.

Contents: The wage increases of 1964 and 1965. Developments in 1964 and 1965. Early developments in 1966, prospects and policy problems.

24. *Economic Surveys: Socialist Federal Republic of Yugoslavia.* August 1966. Pp. 43.

Explains economic reforms introduced in Yugoslavia in 1965 and discusses short-term economic trends in 1965 and 1966.

25. *Economic Surveys: Switzerland.* December 1966. Pp. 37.

Examines recent economic trends and policies in Switzerland.

26. *Economic Surveys: United Kingdom.* July 1966. Pp. 37.

This survey reviews the background to the present economic difficulties, the current situation, the longer-term problem, and policy conclusions.

27. *Economic Surveys: United States.* December 1966. Pp. 47.

Examines economic conditions and the balance of payments situation.

Industrial Relations

28. BAITSELL, JOHN M. *Airline Industrial Relations, Pilots and Flight Engineers.* Boston, Division of Research, Graduate School of Business Administration, Harvard University, 1966. Pp. 398.

A study of the industrial relations system of the Air Line Pilots' Association, the Flight Engineers' International Association, and the United States scheduled airline companies. There is background information about the characteristics, history, and determinants of this industrial relations system; analyses of certain areas: compensation, scheduling, pensions, and work assignments; and ramifications of flight crew grievance handling and contract negotiating processes.

29. ECONOMIC COUNCIL OF CANADA. *Towards Better Communications Between Labour and Management.* February 1967. Ottawa, Queen's Printer, 1967. Pp. 12.

"This statement . . . sets out a number of principles which the Council believes should be accepted by both parties in order to achieve better labour-management relations in Canada."

English and French, the latter inverted and with special title page.

30. LABOUR - MANAGEMENT CONFERENCE, GUELPH, ONT., 1966. *Labour-Management Conference, Guelph, Ontario, Saturday, October 22, 1966. Conference Theme: "Preparation for Automation."* Ottawa, Labour-Management Consultation Branch, Canada Department of Labour, 1967. One volume (various pagings).

Conference sponsored by Canada Department of Labour [and others]. Three topics were discussed at this conference: automation and training, automation and social aspects, and automation and planning.

31. MORRIS, JAMES OLIVER. *Elites, Intellectuals, and Consensus: a Study of the Social Question and the Industrial Relations System in Chile.* Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1966. Pp. 292.

A study of the development of the legal industrial relations system in Chile from 1900 to 1938.

International Labour Organization

32. INTERNATIONAL LABOUR OFFICE. *Labour Inspection on Plantations.* Third item on the agenda. Geneva, 1966. Pp. 61.

At head of title: Report 3. International Labour Organization. Committee on Work on Plantations. Fifth session, Geneva, 1966.

33. INTERNATIONAL LABOUR OFFICE. *Practical Measures to promote Good Labour-Management Relations on Plantations, with Particular Reference to: (a) Recruitment and Engagement of Workers; (b) Joint Consultation; and (c) Grievance Procedures.* Second item on the agenda. Geneva, 1966. Pp. 165.

At head of title: Report 2. International Labour Organisation. Committee on Work on Plantations. Fifth session, Geneva, 1966.

Labour Organization

34. CRISPO, JOHN H. G. *International Unionism: A Study in Canadian-American Relations.* Toronto, McGraw-Hill, 1967. Pp. 327.

"The research (for this book) was initiated and financed by the Canadian-American Committee . . ."

Contents: Introduction. Explaining the presence of international unionism in Canada. The Canadian membership within international unions. Relations between the central federations of labour in Canada and the United States. The unity and structure of the Canadian labour movement. Collective bargaining policies and practices in Canada. Policies and practices outside the area of collective bargaining. The flow of funds and benefits across the border. Employer and government attitudes towards international unionism. Summary and conclusion.

35. CRISPO, JOHN H. G. *The Role of International Unionism in Canada*. Toronto, Canadian-American Committee, 1967. Pp. 59.

"A more complete treatment of the subject has just been published in book form (*International Unionism: A Study in Canadian-American Relations*. Toronto, McGraw-Hill Co. of Canada Ltd., 1967)."

36. SCOTTON, CLIFFORD ARNOLD. *Canadian Labour and Politics: A Short History of the Development of the Canadian Labour Movement and its Relationship to and Influence on the Canadian Political Scene*. [Ottawa, Canadian Labour Congress, 1967?].

Traces the history of the participation of labour in Canadian politics from the 1870s up to the present, including an account of the formation of the Co-operative Commonwealth Federation and the New Democratic Party.

Labour Supply

37. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower Policy and Programmes in Canada*. Paris, 1966. Pp. 160.

The examiners appointed by OECD to consider manpower and social problems, programs and policies in Canada were Professor Brinley Thomas, University of Wales, Cardiff; Mr. Marcel Graeve, Ministère du Travail, France; and Mr. Raymond D. Larson, Office of Manpower, Automation and Training, U.S. Dept. of Labour.

Contents: Pt. 1. Conclusions of the OECD Manpower and Social Policy. Pt. 2. Report by the Canadian Authorities. Pt. 3. Report by the [OECD] Examiners. Pt. 4. Replies by the Canadian Authorities to the Examiners' Questions.

38. PRINCETON MANPOWER SYMPOSIUM, PRINCETON UNIVERSITY. 2d, 1966. *Critical Issues in Employment Policy; A Report of the Princeton Manpower Symposium, May 12-13, 1966*. Edited by Frederick H. Harbison [and] Joseph D. Mooney. Princeton, N.J., Princeton University, 1966. Pp. viii, 162.

"A joint project of the Industrial Relations Section, Woodrow Wilson School of Public and International Affairs [and] The Princeton University Conference."

Partial Contents: Theory and measurement of labor shortages. Manpower policy, poverty and the state of the economy. The wage-price issue and the guideposts. Jobs for the hard-to-employ in private enterprise. Teen-age labor problems and the Neighborhood Youth Corps. Coordination among federal manpower programs.

Labouring Classes

39. BELING, WILLARD A. *Modernization and African Labor; A Tunisian Case Study*. New York, Praeger, 1965. Pp. 259.

". . . the author selected the Tunisian [labour] movement as a case study to examine the relative roles that ideology and nationalism play in the international relations of African labor." The Tunisian labour movement was a pioneer in Africa.

40. BIRCH, CECIL MACKINTOSH. *The Impact of Layoff and Recall at Ford-Windsor; An Examination of the Effect on Employees of the Ford Foundry and Engine Plants of the Reorganization of Production Facilities arising from the Canada—United States Automotive Trade Agreement*, by C. M. Birch and J. B. Gertz. Toronto, Ontario Economic Council, 1966. Pp. 37.

"A report of the Ontario Economic Council." This study describes the series of events connected with the layoff and recall of 1,302 workers at Ford Motor Company, arising from the reorganization of the engine and foundry plants in Windsor, Ontario, in June and August 1965. Information is given about the experience of the men after they were laid off.

41. CURTIS, CLARENCE HONEYWELL. *The Development and Enforcement of the Collective Agreement*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1966. Pp. 115.

Contents: The development of the collective bargaining agreement. The collective agreement at common law. The collective agreement under statute law. The alternatives to arbitration. Labour arbitrations in the courts. Conclusion.

42. JAPAN INSTITUTE OF LABOUR. *Japan's Labour Statistics*. Tokyo, 1967. Pp. 178.

43. ONTARIO. DEPARTMENT OF LABOUR. *Report of a Study on the Labour Injunction in Ontario*. A. W. R. Carrothers, editor and director of the study; E. E. Palmer, deputy director of the study. [Toronto, 1966] 2 volumes (769 p.)

Contents: v. 1. The Labour Injunction in Ontario: Procedures and Practice [by] Horace Krever. The Labour Injunction in Ontario: Juridical Data, 1958-1966. [by] E. E. Palmer. Industrial Conflict in Ontario: 1958-1965 [by] Research Branch, Ontario Department of Labour. v. 2. Labour News, September 1965 to September 1966 [by] M. T. Mollison. Strike Law and the Labour Injunction: the British Experience: 1850-1966 [by] K. W. Wedderburn. Restraints on Trade Union Activity in Australia [by] H. J. Glasbeek. Labor Injunction in the United States [by] Benjamin Aaron.

44. PAKISTAN. LAWS, STATUTES, ETC. *Labour Laws in East Pakistan (enacted in 1965)*. Karachi, Bureau of Labour Publications, 1966. Pp. 122.

45. U.S. BUREAU OF LABOR STATISTICS. *Private Pension Plan Benefits*. Washington, GPO, 1966. Pp. 104.

"A private pension plan, as defined for this study, is a plan established by an employer, union, or both, that provides a cash income for life for qualified retired workers."

Information in the report is based on a study of nearly 16,000 plans.

46. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Oak Glen—a Training Camp for Unemployed Youth*. Washington, GPO, 1966. Pp. 69.

"The monograph relies heavily on excerpts from a detailed report prepared by the Stanford Research Institute for the Office of Manpower Policy Evaluation and Research in the Department of Labor's Manpower Administration."

Describes and evaluates a training camp for unemployed young men near Riverside, California. Examines the experience of trainees after they left the camp to determine their success in getting jobs. The camp prepared young men 16 to 21 years of age for jobs as forestry trainees and for occupations related to camp operations, such as cooks and laundry workers. Educational courses were available. The course lasted six months but could be extended to one year.

47. VAID, KANWAL, N. *Contract Labour in Manufacturing Industries; A Report and An Analysis*. New Delhi, Shriram Center Press, 1966. Pp. 93.

A survey of prevailing contract labour practices in the sugar, textile, and engineering industries in India.

48. WISCONSIN. UNIVERSITY. INDUSTRIAL RELATIONS RESEARCH INSTITUTE. *State Labor and Social Legislation: A Symposium in Honor of Elizabeth Brandeis Raushenbush, May 20, 1966.* Madison, c1966. Pp. 112.

The symposium was sponsored by the Department of Economics and the Industrial Relations Research Institute of the University of Wisconsin.

The Industrial Relations Research Institute and the Department of Economics of the University of Wisconsin sponsored this symposium to honour Professor Elizabeth Brandeis Raushenbush who retired after serving more than 40 years as a faculty member in the Department of Economics. Some of the topics discussed in the symposium were State Unemployment Insurance, Workmen's Compensation, and Labour Legislation.

Management

49. ADELL, BERNARD L. *Employer "Free Speech" in the United States and Canada.* Kingston, Ont., Industrial Relations Centre, Queen's University, 1966. Pp. 38. "Reprinted from the Alberta Law Review [1965]."

50. DYER, FREDERICK CHARLES. *Bureaucracy vs. Creativity*, by Frederick C. Dyer and John M. Dyer. Coral Gables, University of Miami Press, 1965. Pp. 153.

Contents: Who speaks for leadership? Customer-centered vs. bureaucrat-centered organizations. What the experts say about bureaucratic people. Custodial leadership vs. creative leadership. What experts say about creativity and creative people. The chain of command: golden thread or anchor cable? Déformation professionelle: organized busy-ness vs. disorganized creativity. Four rules for minimizing the dilemma between bureaucracy and creativity. A look to the future. Institutionalizing our good intentions: recommendations.

Prices

51. INTERNATIONAL LABOUR OFFICE. *Prices, Wages, and Incomes Policies in Industrialised Market Economies*, by H. A. Turner and H. Zoetewey. Geneva, 1966. Pp. 172.

Contents: Wages and economic stability. Effects of inflation. Causes of inflation and the fixing of prices and wages. Some mechanics of inflations. Wage policy—methods and institutions. Criteria of wage adjustment in national wage policy. Some problems of national wage policy. Policy for non-wage incomes. Steps towards stability—improving wage systems.

52. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. WORKING PARTY ON COSTS OF PRODUCTION AND PRICES. *Policies for Prices, Profits and Other Non-Wage Incomes; a Report on Price Guidance and Control, Incomes Policy for Profits and Other Non-Wage Incomes.* Prepared for the Economic Policy Committee. Paris, OECD, 1964. Pp. 78.

At head of title: Second Report on Policies for Price Stability.

Describes and assesses "recent developments in governmental thinking about incomes policy and its application to profits and other non-wage incomes."

Wages And Hours

53. SWEDISH TRADE UNION CONFEDERATION. *Collective Wage Negotiations*, 1964 and 1965. Stockholm, 1965. Pp. [24].

54. U.S. BUREAU OF LABOR STATISTICS. *Salaries for Selected Occupations in Services for the Blind.* January 1966. Washington, GPO, 1966. Pp. 38.

Miscellaneous

55. ALLAN, JOHN RICHARD, Ed. *1. Altering the Tax Structure to Promote Economic Growth. 2. The Fiscal Performance of Indirect Taxation. 3. Some Aspects of a Value-Added Tax for Canada. 4.* Le jeu étatisé au Québec? 5. Revenue Productivity of the Real Property Tax (Ontario). Edited by John R. Allan and Irving J. Goffman. Toronto, Canadian Tax Foundation, c1966. Pp. 161. Queen's University. Papers in taxation and public finance, no. 3.

56. BRY, GERHARD. *The Average Workweek as an Economic Indicator.* New York, National Bureau of Economic Research, 1959; Ann Arbor, University Microfilms, 1966. Pp. 115.

"Reprinted with the permission of the National Bureau of Economic Research."

57. FONER, PHILIP SHELDON. *The Case of Joe Hill.* [1st.ed.] New York, International Publishers [1966, c1965] Pp. 127.

Joe Hill, an organizer for the Industrial Workers of the World as well as a songwriter and poet, was arrested in January, 1914 and charged with the murder of a Salt Lake City grocer and his son. He was tried, convicted and subsequently executed by firing squad in November 1915. The author, a labour historian, tells the story of Joe Hill, his trial, the defence campaign, and his execution, and outlines his reasons for believing that Joe Hill was framed.

58. KRUPP, SHERMAN ROY, Ed. *The Structure of Economic Science: Essays on Methodology.* Englewood Cliff, N.J., Prentice-Hall, 1966. Pp. vi, 282.

Contains 16 previously unpublished essays which are divided into four parts: Pt. 1. Theory and Dispute in Economics; Pt. 2. Mathematics and Observation in Economics; Pt. 3. The Boundaries of Economic Theory; Pt. 4. Value Premises in Economics.

59. REGIONAL SCIENCE ASSOCIATION. *Papers, the Philadelphia Meeting, November, 1965.* Volume 17, 1966. Edited by Morgan D. Thomas. Philadelphia, Wharton School, University of Pennsylvania, 1966. Pp. 224.

60. ROBBINS, LIONEL CHARLES. *The University in the Modern World, and Other Papers on Higher Education.* London, Macmillan; New York, St. Martin's Press, 1966. Pp. xiii, 157.

61. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1967.* [Toronto, 1967] Pp. 59. "Centennial issue."

Partial Contents: Labour Relations—Problems and Prospects, by A. Kruger. Market Research and Marketing Decisions, by N. Squirrell. Recent Developments in the Economic Organization of the Soviet Union. by Ian M. Drummond. Annual Reports and Meetings, by C. A. Ashley. The Outlook of the Commerce Student, by H. M. Cassidy. Adjustment Assistance, by V. W. Bladen. The Economist in Government, by H. I. Macdonald.

62. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Retail Drugstore*, by Lloyd Gladwell. Washington, GPO, 1966. Pp. 103.

Intended for the druggist planning to buy his own business, this booklet provides information about buying an established business or setting up a brand new store, where to locate, store planning and budget, whether or not to have a soda fountain, the prescription department, problems involved in stock, staff training and supervision, financial problems and handling sales.

Statistics Section

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A—Labour Force

TABLE A-1—Regional Distribution, Week Ended April 22, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			000's			
THE LABOUR FORCE	7,490	605	2,143	2,787	1,216	739
Men	5,198	428	1,499	1,902	854	515
Women	2,292	177	644	885	362	224
14–19 years	712	67	208	240	126	71
20–24 years	1,049	100	355	347	159	88
25–44 years	3,233	233	939	1,235	507	319
45–64 years	2,279	189	583	877	389	241
65 years and over	217	16	58	88	35	20
EMPLOYED	7,125	545	2,012	2,687	1,183	698
Men	4,904	375	1,391	1,828	827	483
Women	2,221	170	621	859	356	215
Agriculture	504	24	107	132	217	24
Non-agriculture	6,621	521	1,905	2,555	966	674
Paid workers	6,103	472	1,732	2,385	902	612
Men	4,075	320	1,178	1,583	576	418
Women	2,028	152	554	802	326	194
UNEMPLOYED	365	60	131	100	33	41
Men	294	53	108	74	27	32
Women	71	*	23	26	*	*
PERSONS NOT IN LABOUR FORCE	6,300	700	1,838	2,104	1,045	613
Men	1,637	219	464	510	288	156
Women	4,663	481	1,374	1,594	757	457

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended April 22, 1967

	Total	14–19 Years All Persons	20–64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			000's				
POPULATION 14 YEARS OF AGE AND OVER*	13,790	2,284	3,942	1,048	4,006	1,045	1,465
LABOUR FORCE	7,490	712	3,767	862	1,186	746	217
Employed	7,125	648	3,609	777	1,161	723	207
Unemployed	365	64	158	85	25	23	10
NOT IN LABOUR FORCE	6,300	1,572	175	186	2,820	299	1,248
PARTICIPATION RATE†							
1967—April 22	54.3	31.2	95.6	82.3	29.6	71.4	14.8
March 18	54.5	31.7	95.5	81.9	30.2	71.6	14.7
UNEMPLOYMENT RATE‡							
1967—April 22	4.9	9.0	4.2	9.9	2.1	3.1	4.6
March 18	5.3	10.0	4.7	10.5	2.3	2.8	5.6

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over. ‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended April 22, 1967

	April 1967	March 1967	April 1966
		(000's)	
TOTAL UNEMPLOYED	365	400	298
On temporary layoff up to 30 days	31	38	24
Without work and seeking work	334	362	274
SEEKING:			
Full-time work	320	345	263
Part-time work	14	17	11
Under 1 month	93	91	71
1–3 months	121	159	95
4–6 months	85	81	75
More than 6 months	35	31	33

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
					Monthly Totals					
					$ Millions					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—January	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	214.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	220.0	40.8	234.3	41.9	345.6	734.7	100.7	2,482.9
August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December*	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January†	64.3	682.7	226.2	32.3	188.2	43.0	357.2	790.7	108.0	2,506.0
					Seasonally Adjusted*					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—January	60.8	644.4	204.6	32.0	186.7	39.3	329.1	718.6	98.6	2,335.2
February	60.9	659.5	200.7	34.1	199.3	39.4	333.2	721.2	99.1	2,368.5
March	60.8	658.8	200.4	33.5	204.4	38.5	334.9	727.3	99.2	2,379.5
April	60.4	663.7	204.2	38.5	205.1	39.1	337.8	738.7	99.7	2,408.6
May	60.9	664.0	204.0	37.0	203.3	39.6	338.2	738.2	99.7	2,406.0
June	61.3	668.0	207.9	29.2	207.3	40.2	342.3	747.6	100.0	2,425.2
July	57.3	677.8	212.8	34.3	205.3	40.7	345.3	752.2	100.5	2,448.0
August	61.4	682.0	194.2	35.5	203.0	40.0	346.8	775.6	100.7	2,461.0
September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January†	64.6	695.4	227.4	38.1	222.4	44.1	364.3	803.3	109.2	2,590.9

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at December 1966, employers in the principal non-agricultural industries reported a total employment of 3,542,881. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1961	100.0	100.0	78.24	100.0	100.0	81.55
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1965—December	115.9	116.3	91.00	118.5	116.6	95.07
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November*	123.8	126.3	98.81	125.1	126.3	103.03
December†	120.6	122.9	96.18	121.9	122.4	99.79

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1966	Nov. 1966	Dec. 1965	Dec. 1966	Nov. 1966	Dec. 1965
	(1961=100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	114.6	119.5	110.5	80.11	81.14	74.68
Newfoundland	119.0	129.1	115.8	85.54	87.52	78.59
Prince Edward Island	120.6	133.2	106.2	66.18	65.08	65.02
Nova Scotia	112.5	115.7	108.1	78.13	79.24	73.04
New Brunswick	113.7	116.6	110.4	80.20	80.60	74.85
Quebec	117.8	121.5	114.2	94.91	97.80	89.12
Ontario	124.4	126.9	119.1	99.09	101.99	94.30
Prairie Region	116.8	119.0	110.7	90.44	92.13	85.90
Manitoba	112.0	114.2	106.2	85.27	86.17	82.21
Saskatchewan	115.4	119.3	111.5	90.02	91.38	85.07
Alberta	121.5	123.0	114.1	94.70	97.19	89.16
British Columbia	122.7	127.0	120.1	105.67	108.84	99.77
CANADA	120.6	123.8	115.9	96.18	98.81	91.00
URBAN AREAS						
St. John's	132.9	143.6	127.0	74.08	78.54	69.18
Halifax	113.3	113.2	112.9	79.46	79.76	74.82
Sydney	101.0	102.5	98.7	94.60	94.22	85.35
Moncton	119.5	125.5	111.3	73.56	74.32	70.89
Saint John	111.4	106.2	109.5	78.84	79.52	73.83
Chicoutimi	108.7	113.0	103.1	117.29	119.03	109.36
Montreal	120.9	124.0	116.7	95.28	98.81	89.82
Quebec	114.2	118.2	114.5	80.77	84.12	77.29
Shawinigan	106.6	108.8	105.5	101.59	103.93	97.14
Sherbrooke	120.7	121.5	119.4	80.10	83.25	76.56
Trois-Rivières	112.2	119.1	112.4	91.14	95.67	82.49
Ottawa-Hull	119.4	121.0	113.4	90.60	91.21	84.67
Belleville	116.7	118.6	110.6	83.01	87.14	79.66
Brampton	245.7	246.1	210.0	98.34	103.15	91.42
Brantford	138.1	139.0	127.4	91.65	93.86	88.24
Fort William-Port Arthur	128.3	129.8	119.1	95.94	99.59	90.07
Guelph	135.6	135.5	127.8	89.22	92.15	82.67
Hamilton	123.3	126.4	120.9	102.74	104.71	98.52
Kingston	125.0	125.4	125.3	100.81	96.23	87.42
Kitchener	143.1	146.8	136.1	83.39	89.48	83.36
London	122.8	125.3	120.3	89.45	93.90	85.93
Niagara Falls	104.5	110.9	98.9	99.86	99.19	95.34
Oshawa	141.5	139.8	158.2	95.79	117.57	113.64
Peterborough	135.0	135.7	128.8	104.30	104.68	99.62
Sarnia	130.3	130.8	113.1	128.88	133.70	116.48
Sault Ste. Marie	112.0	123.7	115.8	95.18	116.36	110.63
Sudbury	103.9	104.6	102.3	129.25	116.97	103.12
St. Catharines	138.9	145.9	136.2	96.52	108.22	102.98
Timmins	89.3	90.9	94.7	101.30	101.91	84.01
Toronto	125.3	127.4	118.8	100.71	102.65	94.60
Welland	111.4	113.6	110.2	107.00	119.03	103.20
Windsor	149.1	155.0	145.2	112.78	115.31	108.78
Winnipeg	116.9	118.4	108.8	80.08	81.67	78.91
Regina	117.5	120.6	118.7	86.74	88.60	82.72
Saskatoon	130.2	134.2	118.8	82.56	82.82	78.15
Calgary	130.0	130.7	118.6	93.03	95.83	89.01
Edmonton	127.5	128.8	121.0	87.30	90.67	82.83
Vancouver	123.0	124.3	121.5	103.30	104.03	98.33
Victoria	128.3	126.4	122.0	90.58	91.12	86.75

*Latest figures subject to revision SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					000's						
CANADA											
Dec. 1966†	71.7	113.6	1,600.2	807.5	792.6	326.8	640.7	954.4	247.0	534.4	4,488.8
Nov. 1966*	80.4	116.1	1,645.4	834.4	811.0	385.9	648.4	950.3	247.6	543.8	4,617.7
Dec. 1965	68.9	113.8	1,544.1	785.9	758.2	325.4	614.3	910.9	237.6	494.8	4,309.8
NEWFOUNDLAND											
Dec. 1966†	3.3	5.6	10.8	9.0	1.8	9.2	14.4	15.8	1.6	6.5	67.3
Nov. 1966*	4.0	5.9	12.0	9.8	2.2	11.4	15.0	16.0	1.6	6.8	72.7
Dec. 1965	3.9	6.2	10.8	8.4	2.5	7.8	14.5	15.6	1.5	5.3	65.6
PRINCE EDWARD ISLAND											
Dec. 1966†	0.1	0.1	2.0	1.5	0.4	1.4	3.2	3.8	0.6	1.6	12.6
Nov. 1966*	0.1	0.1	2.8	2.3	0.5	1.8	3.0	4.0	0.6	1.6	13.9
Dec. 1965	—	—	1.8	1.4	0.5	1.4	2.5	3.6	0.6	1.3	11.2
NOVA SCOTIA											
Dec. 1966†	1.9	7.5	31.1	16.4	14.7	11.4	23.4	28.6	5.9	11.7	121.6
Nov. 1966*	2.4	7.5	33.5	17.3	16.2	14.5	21.2	29.6	6.0	12.3	127.0
Dec. 1965	2.1	7.8	31.2	16.0	15.2	10.6	21.0	28.3	5.6	10.5	117.1
NEW BRUNSWICK											
Dec. 1966†	7.6	2.2	23.6	15.1	8.5	9.5	22.8	23.8	4.1	9.5	103.2
Nov. 1966*	8.8	2.3	25.2	16.2	9.0	11.4	21.4	24.2	4.2	9.4	107.0
Dec. 1965	7.5	2.2	22.4	13.8	8.5	10.0	22.4	23.2	4.0	8.4	100.1
QUEBEC											
Dec. 1966†	26.8	25.2	496.3	304.5	191.9	85.5	171.5	242.8	70.8	143.5	1,262.4
Nov. 1966*	29.8	26.4	509.1	313.1	196.0	105.0	177.6	240.9	71.2	145.3	1,305.3
Dec. 1965	21.8	24.9	482.6	300.8	181.8	95.2	164.1	233.1	68.7	134.3	1,224.7
ONTARIO											
Dec. 1966†	13.1	32.8	806.0	352.7	453.3	127.4	210.1	376.5	106.8	209.1	1,881.8
Nov. 1966*	13.1	33.6	824.4	363.4	461.0	142.4	213.9	373.5	106.9	214.5	1,922.4
Dec. 1965	12.7	33.1	774.4	340.8	433.6	121.3	203.0	356.3	102.9	196.3	1,800.0
MANITOBA											
Dec. 1966†	1.1	5.2	45.5	27.0	18.6	11.9	45.2	53.9	11.8	27.0	201.6
Nov. 1966*	1.2	5.5	47.4	28.1	19.3	14.1	46.4	53.5	11.9	27.5	207.4
Dec. 1965	1.2	5.3	44.2	26.4	17.8	11.1	45.0	48.5	11.5	25.2	192.0
SASKATCHEWAN											
Dec. 1966†	0.3	5.1	14.0	9.2	4.8	12.0	26.4	37.9	7.7	16.6	120.1
Nov. 1966*	0.2	5.1	14.7	9.7	5.0	14.6	26.9	37.5	7.7	16.7	123.5
Dec. 1965	0.4	5.2	13.9	9.2	4.8	11.5	25.1	36.8	7.2	15.4	115.5
ALBERTA											
Dec. 1966†	1.9	19.0	53.4	26.2	27.2	29.6	48.1	76.3	14.9	43.8	287.0
Nov. 1966*	2.3	18.1	53.9	26.7	27.2	33.2	48.4	75.0	14.6	43.7	289.2
Dec. 1965	2.2	19.0	47.2	25.5	21.6	27.0	47.1	71.6	13.7	38.9	266.7
BRITISH COLUMBIA											
Dec. 1966†	15.6	9.0	117.2	45.9	71.3	28.7	74.6	94.7	22.8	64.5	427.1
Nov. 1966*	18.3	9.7	122.3	47.7	74.5	37.0	73.7	95.7	23.0	65.0	444.8
Dec. 1965	17.1	8.5	115.7	43.6	72.0	29.4	68.7	93.4	22.0	58.4	413.2

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding.

SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Dec. 1966	Nov. 1966	Dec. 1965	Dec. 1966	Nov. 1966	Dec. 1965
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	105.3	106.7	105.1	124.89	123.45	114.53
Metals	101.8	103.1	103.5	127.95	124.17	113.74
Mineral fuels	102.4	101.2	100.8	128.82	128.16	118.87
Non-metals except fuels	105.3	109.1	100.4	112.12	115.39	111.17
Quarries and sand pits	108.2	131.1	109.8	97.22	108.78	93.21
Service incidental to mining	135.2	131.2	130.5	124.91	126.24	122.08
MANUFACTURING	121.9	125.1	118.5	99.79	103.03	95.07
Durable goods	134.4	137.0	130.2	105.48	111.41	101.92
Non-durable goods	111.9	115.6	109.0	94.32	95.06	88.12
Food and beverages	103.4	110.9	100.4	90.70	88.88	86.12
Foods	102.6	111.1	99.9	87.77	85.71	83.10
Beverages	108.1	109.5	103.4	108.06	108.84	104.23
Tobacco processing and products	110.3	114.6	110.4	96.19	95.81	90.72
Rubber products	121.0	126.5	117.9	99.82	104.92	100.38
Leather products	98.3	102.3	101.3	64.15	68.73	61.82
Textile products	118.8	121.2	120.9	83.05	84.72	76.45
Knitting mills	111.4	115.7	112.5	60.65	66.16	56.58
Clothing	110.4	113.2	110.8	57.84	62.07	54.23
Wood products	105.3	109.4	112.2	87.69	91.68	83.70
Furniture and fixtures	130.2	134.6	126.2	79.59	85.06	76.25
Paper and allied industries	118.3	118.2	112.7	121.47	121.82	112.97
Printing, publishing and allied industries	111.2	112.9	107.8	106.52	108.65	101.33
Primary metal industries	122.2	124.9	121.3	120.96	124.32	115.41
Metal fabricating industries	133.5	137.0	129.9	101.43	109.71	96.47
Machinery, except electrical	150.6	150.8	142.4	112.43	117.16	107.45
Transportation equipment	154.4	155.9	148.9	111.96	121.99	112.06
Electrical products	148.2	149.3	131.3	101.35	105.87	99.20
Non-metallic mineral products	119.1	124.2	122.8	106.34	109.30	100.11
Petroleum and coal products	99.5	99.8	89.8	151.27	151.05	143.91
Chemicals and chemical products	116.2	117.4	112.6	117.49	117.89	110.68
Miscellaneous manufacturing industries	131.3	137.0	121.0	87.39	88.70	82.61
CONSTRUCTION	116.7	138.8	114.6	110.38	126.43	99.83
Building	122.6	139.1	119.8	107.78	123.43	99.10
Engineering	105.3	138.2	104.3	116.25	132.25	101.48
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	107.4	108.3	103.4	107.40	106.87	100.32
Transportation	104.0	104.8	100.0	106.84	106.22	99.07
Storage	113.8	117.1	109.3	96.83	96.44	87.65
Communication	116.9	117.2	111.0	101.86	101.13	98.91
TRADE	130.5	129.1	123.4	76.92	76.77	73.77
Wholesale trade	118.7	120.5	113.7	96.99	97.30	92.10
Retail trade	137.2	134.0	128.8	67.10	66.38	65.08
FINANCE, INSURANCE AND REAL ESTATE	122.0	122.1	117.9	94.73	94.31	90.46
Financial institutions	125.7	126.0	121.8	92.60	91.74	88.16
Insurance and real estate	116.7	116.6	112.5	97.95	98.21	93.95
SERVICE	139.4	142.5	126.8	72.16	72.15	67.42
Recreational services	116.7	129.0	111.3	61.01	61.71	58.16
Business services	162.3	163.6	142.9	110.07	110.33	103.40
Personal services	129.6	132.0	120.2	54.54	54.17	51.51
Miscellaneous services	156.4	159.5	138.9	75.90	77.24	71.14
Services to buildings and dwellings	194.1	193.4	174.2	51.93	52.53	48.91
INDUSTRIAL COMPOSITE	120.6	123.8	115.9	96.18	98.81	91.00

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1966	Nov. 1966	Dec. 1965	Dec. 1966	Nov. 1966	Dec. 1965	Dec. 1966	Nov. 1966	Dec. 1965
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.0	42.5	42.0	2.74	2.69	2.51	115.32	114.18	105.31
Metals	42.3	41.5	41.4	2.89	2.83	2.59	122.20	117.45	107.36
Mineral fuels	44.6	44.4	42.5	2.28	2.26	2.20	101.57	100.49	93.73
Non-metals, except fuels	40.4	43.1	43.7	2.51	2.54	2.39	101.34	109.32	104.28
Quarries and sand pits	41.5	49.7	44.8	2.17	2.14	1.98	89.88	106.43	88.89
Services incidental to mining	38.9	42.0	41.7	3.02	2.90	2.78	117.71	121.85	116.21
MANUFACTURING	38.7	41.0	39.7	2.31	2.31	2.18	89.57	94.43	86.40
Durable goods	38.9	41.7	40.2	2.47	2.49	2.34	95.98	103.99	93.87
Non-durable goods	38.6	40.2	39.2	2.15	2.11	2.01	82.98	84.75	78.68
Food and beverages	39.3	39.8	39.7	2.06	2.00	1.94	80.98	79.62	77.18
Foods	39.1	39.7	39.5	2.00	1.94	1.89	78.29	76.90	74.58
Beverages	40.9	41.1	41.4	2.47	2.47	2.32	100.76	101.40	96.08
Tobacco processing and products	36.8	38.1	37.7	2.34	2.28	2.18	85.96	86.83	82.35
Rubber products	37.9	41.6	41.4	2.37	2.35	2.26	89.92	97.90	93.56
Leather products	36.0	39.8	37.7	1.60	1.58	1.50	57.50	62.98	56.33
Textile products	40.0	41.9	40.5	1.81	1.80	1.66	72.48	75.25	67.36
Miscellaneous textiles	37.0	39.8	36.9	1.67	1.66	1.46	61.76	65.90	53.92
Knitting mills	37.1	41.4	38.1	1.42	1.42	1.31	52.68	58.82	50.04
Clothing	33.4	36.8	34.3	1.52	1.52	1.42	50.95	55.96	48.84
Wood products	38.0	40.4	39.4	2.17	2.17	2.03	82.54	87.84	79.73
Furniture and fixtures	39.7	43.1	40.9	1.82	1.84	1.71	72.36	79.15	69.87
Paper and allied industries	41.4	41.6	41.7	2.75	2.75	2.54	113.78	114.58	105.95
Pulp and Paper mills	42.4	41.5	42.6	3.00	3.04	2.76	127.38	126.10	117.84
Printing, publishing and allied industries	37.8	38.9	37.8	2.75	2.75	2.70	103.75	107.30	101.97
Primary metal industries	39.5	40.8	40.7	2.88	2.87	2.68	113.76	117.21	109.15
Iron and steel mills	37.4	40.0	40.3	3.00	3.02	2.85	112.03	120.80	114.89
Metal fabricating industries	38.6	42.1	39.6	2.41	2.46	2.24	92.85	103.66	88.66
Machinery, except electrical	39.9	42.4	40.8	2.56	2.59	2.44	102.24	109.89	99.63
Transportation equipment	37.9	42.0	40.2	2.67	2.72	2.58	101.28	114.48	103.97
Aircraft and parts	39.5	42.7	40.1	2.60	2.68	2.49	102.96	114.62	99.70
Motor vehicles	37.5	41.7	40.9	2.76	2.82	2.67	103.77	117.44	109.23
Assembling	38.3	42.6	42.5	2.97	3.02	2.83	113.90	128.60	120.25
Parts and accessories	36.7	41.0	39.6	2.62	2.69	2.57	96.15	110.13	101.56
Shipbuilding and repairing	35.1	42.2	37.8	2.55	2.59	2.45	89.57	109.60	92.72
Electrical products	38.5	41.5	39.5	2.24	2.25	2.14	86.14	93.35	84.38
Communications equipment	37.2	41.2	38.5	2.16	2.17	2.01	80.20	89.34	77.27
Non-metallic mineral products	41.4	43.2	41.7	2.38	2.39	2.23	98.57	103.02	93.09
Petroleum and coal products	42.3	42.6	43.1	3.27	3.27	3.02	138.51	139.25	130.04
Chemical and chemical products	40.7	41.1	41.1	2.51	2.50	2.38	102.19	102.58	97.57
Miscellaneous manufacturing industries	39.1	41.2	39.4	1.87	1.84	1.76	73.10	75.91	69.29
CONSTRUCTION	35.5	42.5	35.4	2.94	2.94	2.65	104.59	124.82	93.93
Building	34.2	40.7	34.4	3.00	3.00	2.73	102.45	121.94	93.92
General contractors	33.8	40.3	34.0	2.89	2.89	2.61	97.54	116.58	88.87
Special trade contractors	34.5	41.1	34.9	3.09	3.09	2.85	106.72	126.97	99.58
Engineering	38.8	46.0	37.7	2.83	2.84	2.47	109.63	130.52	93.01
Highways, bridges and streets	38.2	46.2	38.5	2.29	2.32	2.16	87.42	107.00	83.02
Other engineering	39.1	45.8	37.0	3.17	3.25	2.74	123.93	148.72	101.54
OTHER INDUSTRIES									
Urban transit	44.6	42.4	42.7	2.77	2.75	2.59	123.46	116.56	110.54
Highway and bridge maintenance	40.7	39.6	39.0	2.12	2.04	2.00	86.25	80.68	77.90
Laundries, cleaners and pressers	38.0	39.0	38.3	1.35	1.35	1.25	51.38	52.68	47.92
Hotels, restaurants and taverns	34.3	34.4	35.6	1.35	1.35	1.26	46.36	46.30	45.01

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average:					
1961	40.6	1.83	74.45	100.0	100.0
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965*	41.0	2.12	86.89	116.7	108.0
Last Pay Period in					
1965—December	39.7	2.18	86.40	116.1	106.3
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	127.0	112.7
November*	41.0	2.31	94.43	126.8	112.3
December†	38.7	2.31	89.57	120.3	106.5

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	Dec. 1966	Nov. 1966	Dec. 1965	Dec. 1966	Nov. 1966	Dec. 1965
				$	$	$
Newfoundland	36.1	40.3	37.8	2.17	2.03	1.96
Nova Scotia	38.7	40.6	39.1	1.92	1.88	1.82
New Brunswick	40.5	40.8	40.1	1.99	1.92	1.89
Quebec	39.4	42.0	40.2	2.07	2.07	1.94
Ontario	38.7	40.9	39.9	2.42	2.42	2.29
Manitoba	38.1	39.6	38.9	2.03	2.01	1.87
Saskatchewan	39.0	40.1	39.4	2.39	2.36	2.18
Alberta and Northwest Territories	38.8	39.6	39.0	2.37	2.34	2.19
British Columbia and Yukon Territory	36.5	38.0	37.4	2.91	2.88	2.70

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

The re-organization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*. For further information regarding the nature of the data see Technical Note, page 404, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

Year and Month	*Total*	*Employed*	*Claimants*
1967—January	4,638,000	4,106,100	531,900
1966—December	4,633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000
February	4,506,000	3,975,500	530,500
January	4,482,000	3,970,200	511,800

TABLE E-4—Benefit Payments, by Province, February 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	118,902	3,099,964
Prince Edward Island	21,159	512,671
Nova Scotia	110,908	2,747,476
New Brunswick	98,435	2,420,095
Quebec	485,371	12,713,173
Ontario	473,742	12,225,087
Manitoba	59,838	1,538,922
Saskatchewan	53,581	1,378,220
Alberta	62,634	1,615,573
British Columbia	196,913	5,279,762
Total, Canada, February 1967	1,681,483	43,530,943
Total, Canada, January 1967	1,594,088	41,382,511
Total, Canada, February 1966	1,762,440	44,299,219

*Weeks Paid represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, February 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	5,126	4,208	918	4,851	3,962	889	1,967
Prince Edward Island	999	809	190	1,025	851	174	409
Nova Scotia	6,740	5,581	1,159	8,176	6,853	1,323	2,280
New Brunswick	7,405	6,195	1,210	7,343	6,201	1,142	2,893
Quebec	52,600	41,105	11,495	54,726	43,331	11,395	22,154
Ontario	64,108	44,021	20,087	69,303	56,548	12,755	19,022
Manitoba	4,804	4,036	768	6,035	4,764	1,271	1,473
Saskatchewan	3,908	3,366	542	4,837	3,791	1,046	1,250
Alberta	6,732	5,602	1,130	8,065	6,098	1,967	2,107
British Columbia	17,287	13,549	3,738	19,306	15,156	4,150	6,076
Total, Canada, February 1967	169,709	128,472	41,237	183,667	147,555	36,112	59,631
Total, Canada, January 1967	254,365	200,682	53,683	270,749	215,984	54,765	73,589
Total, Canada, February 1966	150,272	118,674	31,598	169,972	128,152	41,820	53,826

*In addition, revised claims received numbered 45,353.

†In addition, 46,095 revised claims were disposed of. Of these 4,407 were special requests not granted and 1,689 were appeals by claimants. There were 10,988 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 28, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	January 1967	February 1966
CANADA	551,837	200,904	256,601	70,711	23,621	531,926	530,450
Male	411,248	154,108	200,602	44,434	12,104	394,757	402,315
Female	140,589	46,796	55,999	26,277	11,517	137,169	128,135
NEWFOUNDLAND	34,039	7,731	22,247	3,068	993	33,509	35,401
Male	31,094	6,932	20,917	2,504	741	30,727	33,464
Female	2,945	799	1,330	564	252	2,782	1,937
PRINCE EDWARD ISLAND	6,625	1,271	4,804	492	58	6,495	6,631
Male	5,263	979	3,927	330	27	5,157	5,579
Female	1,362	292	877	162	31	1,338	1,052
NOVA SCOTIA	34,884	8,554	20,861	4,021	1,448	34,411	34,345
Male	28,894	6,985	18,029	2,885	995	28,654	28,698
Female	5,990	1,569	2,832	1,136	453	5,757	5,647
NEW BRUNSWICK	33,697	8,393	18,864	5,232	1,208	31,335	34,176
Male	26,682	7,121	15,437	3,336	788	24,781	27,558
Female	7,015	1,272	3,427	1,896	420	6,554	6,618
QUEBEC	165,435	65,358	71,207	21,350	7,520	154,402	163,891
Male	128,830	54,014	57,546	13,847	3,423	115,296	130,284
Female	36,605	11,344	13,661	7,503	4,097	39,106	33,607
ONTARIO	160,101	69,364	64,242	18,594	7,901	153,918	142,709
Male	104,999	49,017	42,856	9,325	3,801	102,500	94,283
Female	55,102	20,347	21,386	9,269	4,100	51,418	48,426
MANITOBA	18,666	6,183	9,324	2,510	649	17,996	22,053
Male	13,940	4,397	7,312	1,843	388	13,631	16,714
Female	4,726	1,786	2,012	667	261	4,365	5,339
SASKATCHEWAN	16,554	4,651	8,784	2,475	644	16,068	17,857
Male	12,719	3,508	7,086	1,856	269	12,448	13,474
Female	3,835	1,143	1,698	619	375	3,620	4,383
ALBERTA	21,789	8,350	9,188	3,421	830	21,010	23,073
Male	16,034	6,289	7,153	2,160	432	15,621	16,998
Female	5,755	2,061	2,035	1,261	398	5,389	6,075
BRITISH COLUMBIA	60,047	21,049	27,080	9,548	2,370	62,782	50,314
Male	42,793	14,866	20,339	6,348	1,240	45,942	35,263
Female	17,254	6,183	6,741	3,200	1,130	16,840	15,051

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—April	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1967

	All-Items									
	April 1966	*March 1967*	*April 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(*1949 = 100*)					
St. John's, Nfld.*	125.3	127.8	128.7	125.6	120.7	127.1	123.6	177.7	152.5	120.2
Halifax	137.9	139.6	140.2	137.5	138.9	140.0	142.8	182.1	180.0	130.0
Saint John	139.7	143.5	144.0	142.0	138.1	141.2	152.5	213.8	169.5	131.1
Montreal	141.6	145.3	147.0	149.9	142.4	124.7	182.7	198.2	169.2	131.6
Ottawa	143.4	145.3	145.7	144.5	141.8	136.3	167.8	198.2	160.7	135.9
Toronto	145.8	148.4	149.6	141.8	150.7	140.2	158.4	189.8	202.4	132.4
Winnipeg	138.7	141.1	141.6	142.2	132.8	137.9	145.6	198.2	154.4	141.2
Saskatoon-Regina	135.2	137.6	138.5	142.4	132.1	142.6	140.3	163.4	156.0	129.2
Edmonton-Calgary	133.3	136.9	137.9	135.3	134.1	140.0	139.5	190.8	154.1	126.1
Vancouver	137.5	141.2	142.5	139.8	143.2	134.0	152.4	174.1	161.8	126.4

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 336, May issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per Cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—April	64	108	50,838	441,130	0.38
May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13

*Preliminary.

TABLE G-2—Strikes and Lockouts, April 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	3	300	850
Manufacturing	48	11,480	95,410
Construction	15	5,272	50,010
Transportation and utilities	5	391	4,600
Trade	1	4	80
Finance	—	—	—
Service	2	74	160
Public administration	1	58	580
All Industries	75	17,579	151,690

TABLE G-3—Strikes and Lockouts, April 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	3	935	1,120
New Brunswick	1	350	4,960
Quebec	20	10,015	80,780
Ontario	38	5,243	56,840
Manitoba	2	78	1,380
Saskatchewan	2	324	670
Alberta	—	—	—
British Columbia	7	540	5,360
Federal	2	94	580
All Jurisdictions	75	17,579	151,690

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *April*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
MINES						
Metal						
Rio Algom Pronto Mines, Algoma Mills, Ont.	Steelworkers Loc. 6402 (AFL-CIO/CLC)	115	480	480	Apr. 8 Apr. 14	Alleged grievances—Return of workers pending negotiations.
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	125	130	130	Apr. 21 Apr. 22	Protesting delayed settlement by the Workmen's Compensation Board—Return of workers.
MANUFACTURING						
Food and Beverages						
Canada Packers, York Farms Division, Brantford, Ont.	Packinghouse Workers Loc. 469 (AFL-CIO/CLC)	172	1,380	1,380	Apr. 19 —	Wages, hours—
Canada and Dominion Sugar Ltd. & St. Lawrence Sugar Refineries Ltd., Montreal, Que.	Bakery Workers Loc. 333 (CLC)	684	230	230	Apr. 29 —	Wages—
Rubber						
Uniroyal (1966) Ltd., Montreal, Que.	Distillery Workers Loc. 78 (AFL-CIO/CLC)	341	340	1,020	Mar. 30 Apr. 4	Wages—Return of workers.
Textiles						
Sprinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,160	18,920	Nov. 21 —	Wages, union security, bonding of employees—
Glendale Spinning Mills Ltd., Hamilton, Ont.	Textile Workers' Union Loc. 1070 (AFL-CIO/CLC)	340	6,800	13,150	Mar. 6 —	Signing a new agreement—
Long Sault Yarns Ltd., Long Sault, Ont.	United Textile Workers Loc. 468 (AFL-CIO/CLC)	170	340	340	Apr. 20 Apr. 22	Alleged grievances—Returns of workers pending negotiations.
Wood						
Canfor Limited, Stave Lake Cedar Division, Dewdney, B.C.	Woodworkers, Loc. 1-367 (AFL-CIO/CLC)	110	1,050	1,050	Apr. 17 —	Alleged grievance over safety regulations—
Furniture and Fixtures						
St. Louis Bedding, Montreal, Que.	Clothing Workers Federation (CNTU)	138	410	410	Apr. 10 Apr. 13	Wages—36¢ an hr. increase over a 2-yr. contract; bonus settlement pay, 2 weeks vacation after 2 years, 3 weeks after 10 years, 4 weeks after 25 years, 3 additional holidays per year.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1967 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: April	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Result
Paper						
Industrial Containers, Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	103	240	240	Apr. 18 Apr. 21	Alleged grievance—Return of workers.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,980	306,040	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Chromium Mining & Smelting Corp. Ltd., Beauharnois, Que.	Metal Trades Federation (CNTU)	142	1,350	1,350	Apr. 10 Apr. 24	Disciplinary suspension of one worker—Return of workers pending decision of arbitrator.
Mannesmann Tube Co. Ltd. Sault Ste. Marie, Ont.	Steelworkers Loc. 5595 (AFL-CIO/CLC)	502	7,030	7,030	Apr. 11 —	Wages, hours, holidays—
Metal Fabricating						
Dominion Forge Co. Ltd. Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	710	—	1,780	Mar. 29 Apr. 3	Alleged grievances—Union persuaded men to return to work.
Machinery						
Smith Corona Machines, Scarborough, Ont.	U.E. Loc. 514 (Ind.)	270	5,400	9,990	Mar. 8 —	Wages in a new agreement—
Transportation Equipment						
Eaton Springs Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	205	1,640	5,270	Mar. 7 Apr. 13	Wages, fringe benefits in a first agreement—Wage increase; reduction of work shift from 3 to 2.
Canadian Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)	1,200	23,600	23,600	Apr. 3 —	Wages—
Davie Shipbuilding Ltd., Lauzon, Que.	Metal Trades' Federation (CNTU)	1,700	1,700	1,700	Apr. 3 Apr. 4	Delay negotiations in a new contract—Return of workers.
Marine Industries Ltd., Sorel, Que.	Metal Trades' Federation (CNTU)	1,800	7,200	7,200	Apr. 10 Apr. 17	Wages—Return of workers.
Electrical Products						
The Canadian Coleman Company Ltd., Toronto, Ont.	CLC-directly chartered	227	4,540	32,370	Oct. 18 —	Wages in new agreement—
Canadian General Electric Ltd., Montreal, Que.	I.U.E. Various locals (AFL-CIO/CLC)	1,343	3,130	3,130	Apr. 6 Apr. 10	Wages—Wage increase 50¢ to 80¢ an hr. over a 3-yr. contract.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *April*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issue* — *Results*
Non-Metallic Mineral Products						
Raybestos-Manhattan (Canada) Ltd., Peterborough, Ont.	Steelworkers Loc. 5141 (AFL-CIO/CLC)	189	3,780	3,780	Apr. 3 —	Wages, incentive plan—
CONSTRUCTION						
Canadian Bechtel Ltd., Tar Island, Alberta	I.B.E.W. Loc. 424 (AFL-CIO/CLC)	198	—	100	Mar. 31 Apr. 1	Misinterpretation of existing agreement—Union persuaded men to return to work.
Fraser Brace Engineering Co. Ltd., Frood-Stobie Mine, Sudbury, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	236	470	710	Mar. 31 Apr. 5	Dismissal of five union stewards— Return of workers.
Several construction contractors, Richelieu-Verchères, Que.	CNTU and QFL	2,000	38,000	38,000	Apr. 4 —	Jurisdictional dispute between unions—
Canadian Bechtel Co., Temagami, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	571	570	570	Apr. 6 Apr. 6	Iron workers seeking an increased board allowance—Return of workers.
Mactaquac Constructors, Keswick, N.B.	Various unions	350	4,960	4,960	Apr. 11 —	Demotion of one worker—
Several construction contractors, Glace Bay, N.S.	Various unions	800	800	800	Apr. 19 Apr. 21	Wages—Return of workers.
Foundation Company of Canada, Prince Albert, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	280	560	560	Apr. 19 Apr. 21	Dismissal of one worker, camp accommodation for labourers— Return of workers.
Several Painters & Decorators Contractors, Various locations, Northwestern Ontario.	Painters Loc. 1671 (AFL-CIO/CLC)	140	700	700	Apr. 24 —	Wages—
Centrale Nucléaire de Gentilly, Gentilly, Que.	Labourers Loc. 617 (AFL-CIO/CLC)	250	500	500 —	Apr. 27	Wages—
Various plumbing contractors, Hamilton, Ont.	Plumbers Loc. 67 (AFL-CIO/CLC)	348	350	350	Apr. 28 —	Employment of non-union labour on the project—
TRANSPORTATION AND UTILITIES						
Power, Gas and Water						
West Kootenay Power & Light Co., Various locations, British Columbia.	I.B.E.W. Loc. 999 (AFL-CIO/CLC)	223	2,900	2,900	Apr. 11 —	Wages, hours—

Government
Publications

labour gazette

Canada Department of Labour/August 1967

AUG 2 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1965. Price 75 cents, Cat. No. L2-15/1965.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Official Journal
Canada
Department of Labour

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Cover Photograph
A memento of Centennial Week in the Department of Labour, July 17 to 21. From left to right, CN Conductor Albert Martin, Mrs. Aileen Partington, Mrs. Sheila Foran and Mrs. Doris MacKenzie, all of the Department of Labour, and Mrs. Iris Martin, wife of the conductor and a member of the Canadian Brotherhood of Railway Trainmen, recreate a scene from the early 1800s. The locomotive was built in 1837 and was the last of the wood-burning types to be used on Canadian railroads.

—Photo by Don Ashley, Ottawa

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96th CMA Meeting

Industry '67 — Centennial Perspective



Outgoing CMA president H. W. Joly, left, President, B. Houde and Grothé Ltée, Quebec City, receives a silver bowl from CMA president, R. A. Engholm, President, Marcotta Company of Canada, Limited, Rexdale, Ont.

— *Richard Mathews Photos*

More than 1,500 delegates attended the 96th annual general meeting of the Canadian Manufacturers' Association, held in Toronto on May 28 to 30. The theme of the meeting was "Industry '67—Centennial Perspective."

Hon. John R. Nicholson, Minister of Labour, delivered the opening address for the Industrial Relations Conference.

Other principal speakers at the conference were: H. W. Joly, CMA president; J. C. Whitelaw, CMA Executive Vice-President and General Manager; Ross Munro, Publisher, *The Canadian*, Toronto; William Ladyman, International Vice-President, International Brotherhood of Electrical Workers, Toronto; R. B. MacPherson, economist, Du Pont of Canada Limited, Montreal; Tom Kent, Deputy Minister, Department of Manpower and Immigration; D. O. Davis, Vice-President, Engineering, Dominion Foundries and Steel, Limited, Hamilton; and Prof. Eli Ginzberg, Columbia University, chairman of the U.S. national manpower committee.

The new CMA president elected for the 1967-68 term is Raymond A. Engholm, president, Macotta Company of Canada Limited, Rexdale, Ont.

Business Session

H. W. JOLY

H. W. Joly, retiring CMA president, told the general meeting that one and three-quarter million Canadians, representing the largest single segment of the national labour force, worked in manufacturing last year. "This is an addition of no less than 300,000 since 1960, and we have found these jobs in a period of rapid technological change and re-equipment at the plant and office levels."

In the same six years, he said, there was an increase in the average weekly wage in manufacturing from $72.76 to $93.08, a rise of 27.9 per cent as against a 13.0-per-cent increase in the consumer price index, and this took no account of the very considerable improvement that had occurred in fringe benefits.

The acute inflationary pressures of last year had subsided, and he predicted a marked slowdown in the rate of expansion this year. "The price of slower growth is not an excessive one to pay to curb inflation, and we can be thankful indeed that our Centennial year of 1967 will rank with the best that we have known."

But he warned the manufacturers to beware of complacency. "There is the productivity lag between ourselves and some of our major competitors, notably the United States." He referred to "the educational gap which still grows wider between our labour force and that of the United States."

Technological innovation was as necessary to improved productivity and rising living standards as capital investment, he said, but a prerequisite was a labour force that was highly skilled and adaptable.

In view of new and highly important factors in Canada's trading environment, the Association had established a special committee on adjustment assistance that would help firms and employees who might be adversely affected by the impending changes in tariff levels and anti-dumping measures.

"Many labour spokesmen know that we cannot achieve the necessary degree of productivity improvement without a pretty drastic reappraisal of the ways in which many key tasks are performed," he said. "In some cases this means no more than a streamlining of procedures or an improvement in job attitudes; in others, it may be a question of reassigning some duties and eliminating a number of jobs altogether."

He said that the responsibility lay with management. Much depended on the way in which it went about making these decisions, and there was no doubt that "the biggest challenge confronting us is that of selling labour on the imperative need to do those things that must be done."

Management could not accept the implications of the Freedman Report, he asserted. "Legislation to enact its recommendations would give unions the power to veto, or at least delay, essential technological progress and deal a serious blow to our productive capacity. No other country in the free world has contemplated hamstringing its management in such a fashion, and it is imperative that Ottawa does not make Canadian industry the guinea pig for such an experiment. Your Association will certainly continue to bend every effort to see that it does not."

But he emphasized what he believed to be the compelling obligation that rested on management to make necessary changes only after the fullest consultation and discussion with employee representatives. "It is only fair that those whose jobs will be affected by any redeployment or contraction should know about it as long in advance as humanly possible . . ."

He said that although labour and management saw weaknesses in the present collective bargaining system and would strive for changes, both must recognize that the system worked fairly well, and that it was "the very cornerstone of a way of life which has produced working conditions and a standard of living which attracts prospective immigrants from all over the world."

The CMA president said that management and labour could well spend more time reminding the public about the 95 per cent of labour agreements that were re-negotiated without any disruption of service.

In a comment on the proposals of the Carter Commission on Taxation, Mr. Joly said that the business community was exercised over "the sweeping nature of the proposals in this massive document and the cloud of additional uncertainty that overhangs business decisions."

The CMA should submit its views on the Carter Commission before final policy decisions were taken, he said, but he gave warning that government action on the report could not be unduly delayed.

J. C. WHITELAW

"During the past twelve months, we presented a number of extremely important submissions to the federal authorities," J. C. Whitelaw, Executive Vice-President and General Manager of the Association, told the meeting. "Topics ranged through labour matters relating to technological change, Bill C-231 on national transportation policy, the threatened rail strike of last summer, the inquiries of the Special Joint Committee of the Senate and House of Commons on consumer prices, and the Special Joint Committee of the Senate and House of Commons on immigration."

He said that, along with the United States and other large industrial countries, in the past year Canada had experienced a marked rise in prices and a slower rate in the growth of production. "Unquestionably Canadian industry has been harder hit by the cost-price squeeze than its major foreign competitors have, not least because of a disappointing productivity performance, coupled with substantial wage increases."

The accompanying decline in manufacturing profits, he said, was a clear indication that further deterioration of the cost structure and profit margin of Canadian manufacturers would seriously endanger the country's growth potential. "Against this background it is far from anti-labour to observe that across-the-board wage parity with the United States is a dangerous delusion. Effective parity will remain but a pipe dream until . . . output per employee in Canada reaches the level that obtains below the border. Perhaps it needs to be pointed out that it will profit our employees little to gain parity rates of pay if the consequence is our inability to employ them."

Mr. Whitelaw advised manufacturers to "somehow get it across to our labour friends" that if unit labour costs continue to rise faster than in the United States, with productivity climbing much more slowly than in American industry, employment levels and aggregate wages were going to suffer.

He said that it was necessary to make a new determination of national priorities. "In a prosperous society it is right and just that we make provision as we have done in the past for the least able in our midst. What we surely must do now, however, is resolve as a matter of national policy to give education priority over everything else. As the Economic Council of Canada has made abundantly clear, it is our educational weaknesses which threaten our future living standards and progress.

"It is not too much to say that further advances in the field of social security depend on the kind of increase in national wealth that higher educational standards and working skills alone can ensure."

Industrial Relations Conference

HON. JOHN R. NICHOLSON

"Your Association is to be congratulated for having chosen as the subject for this Conference—The Negotiated Settlement and Its Impact on Management, Labour and the Public," said Hon. John R. Nicholson, Minister of Labour, in the opening address at the CMA's industrial relations conference. Mr. Nicholson described "negotiated settlement" as an agreement through which the two parties try to share justly the economical, social and cultural benefits of the environment that they together helped to create.

He said that the great majority of Canadians were "totally uninhibited" in their thrust toward the creation of a new and vibrant society devoted to the furtherance of human ends. "This new society . . . will seek to make work more meaningful rather than merely more productive in the limited economic sense;" and this would be done, he said, through the collective bargaining machinery.

"Because of the volatile nature of our society today, . . . perhaps the only acceptable vehicle through which a proper shared balance of the general munificence can be attained, is the free collective bargaining system."

Mr. Nicholson said that negotiated settlements were surely preferable to

Continued on page 520

51st International Labour Conference

Director-General's report on the world's growing non-manual work force sets the topic for opening sessions

Hon. John R. Nicholson delivers Canada's reply to the report

Delegates to the 51st conference of the International Labour Organization, which opened June 7, faced questions that included the future role of non-manual occupations, the improvement of the lives of two fifths of the world's agricultural population, technical co-operation to developing countries, and the role of the International Labour Organization in industrialization and social progress.

This year, the report of ILO Director-General David A. Morse to the conference examined the contribution that non-manual activities make to social and economic advance in both developed and developing countries. His report highlights the way in which the ILO can aid today's growing swing towards employment in non-manual occupations throughout the world. In addition, the report covered the activities of the ILO during 1966.

The improvement of conditions of life and work of tenants, share-croppers and similar categories of agricultural workers was discussed by the conference for the first time. Although the ILO has already discussed landworkers' problems and the need for agrarian reform, it was the first time that working and living conditions of cultivators who are not wage-earners, and not owners of the land they work, have been separately examined by the ILO conference.

Exchange of Views

"The ILO and Technical Co-operation," including the role of the ILO in the industrialization of developing countries, served as a theme for an exchange of views by delegates so that the conference helped to point the way to fresh solutions. In almost all developing countries the ILO has been collaborating with governments for many years in running various technical co-operation projects, including its own and those of what is now the United Nations Development Program.

A draft Convention and draft Recommendation to regulate the maximum permissible weight to be carried by one worker was before the conference for a decision on the adoption of a draft Convention and Recommendation to regulate such maximum loads.

The revision of Conventions concerning old-age, invalidity and survivors' pensions, and examinations of grievances and communications within the undertaking, both appeared on the agenda for the second successive year for the final adoption of international instruments.

The conference also had before it a third special report on the *apartheid* policy of the Republic of South Africa, submitted by the ILO Director-General, pursuant to the Declaration concerning *apartheid* first adopted by the conference in 1964.

Conference President

The session opened at the Palais des Nations in Geneva with the unanimous election of Getahoun Tesemma, Minister of National Community Development and Social Affairs of Ethiopia, as president of the conference.

Ambassador Morio Aoki, the permanent delegate of Japan accredited to the ILO in Geneva, opened the session as chairman of the ILO Governing Body.

Ambassador Aoki said the review about to be undertaken of the role of the ILO in industrialization would facilitate and provide additional opportunities for full collaboration with the recently created United Nations Industrial Development Organization and other United Nations organs, as well as with international organizations, world-wide and regional, in this field.

Ambassador Aoki then quoted the unanimous conclusions of the Governing Body Working Party on the programme and structure of the ILO: "In periods of acute political tension, the ILO has a two-fold responsibility: to uphold the values of human freedom and dignity enshrined in its Constitution; and to circumscribe, rather than extend, the area of international tension by ensuring the fullest possible degree of continued co-operation in pursuit of the objectives of the ILO."

President's Address

In his inaugural address, the president of the conference pointed out how ILO membership has grown from 115 in 1966 to a current 119. He said: "The increase in membership is statistically insignificant . . . It is, [however], a victory for those who have liberated themselves from the forces of various forms of oppressions and have taken their rightful place in the ILO to enjoy social justice and equality, which they never had in the past."

Mr. Tesemma emphasized: "We should endeavour with all the good intentions at our disposal to equip the ILO properly so that it can meet boldly the multifarious tasks that it is expected to accomplish."

Of the 119 ILO member countries, 109 were represented at the opening sitting of the conference. Each national delegation consists of two government delegates, one employers delegate and one workers delegate, as well as several technical advisers.

Director-General's Report

The report of the ILO Director-General, David A. Morse, on the world's growing non-manual work force provided the basis for discussion for the opening sessions. The report is titled "Non-Manual Workers: Problems and Prospects."

The report deals with the broad category of non-manual workers defined as professional, technical, administrative, managerial, clerical, and sales and service workers. At present, their ranks are increasing steadily everywhere. In Canada and the United States, they account for some 50 per cent of the working population. In developing countries, in many cases, they are still a relatively small minority as compared with the very large agricultural population and the emerging industrial labour force.

Generally, the level of education and qualifications of an increasing number of non-manual workers is rising. The report points out how it has become a matter of urgency to determine the key occupational categories in various sectors of economic activity, and to forecast future needs and resources accurately in each type and level of qualification within each category. Changes that have taken place in the last decades in non-manual employment, however, have in general been so rapid and unexpected that machinery for matching the supply of manpower to demand have rarely succeeded in keeping pace with them. Many imbalances of unemployment, underemployment and stresses with occupations exist on the employment market throughout the world.



Canadian delegation, left to right: First row: C. B. C. Scott, Saul F. Rae, George V. Haythorne, Joseph Morris. Second row: Herbert Flesher, Pierre Vadboncoeur, Bernard Wilson, F. A. Armstrong, John Mainwaring, J. A. Beesley. Third row: L. R. Peterson, QC, Miss Joyce Hagan, Guy de Merlis, G. H. Paquette, William H. Wightman, J. E. E. Osborne, James Perna, Mrs. E. Sufrin. Fourth row: R. E. Wilkes, J. K. Wanczychi, G. A. Plante, H. L. Wallis, J. P. Fournier, A. L. Hepworth. Fifth row: K. A. Pugh, Louis H. Lorrain, Jacques Corbeil, W. J. McNally, Leonard Houzer. Absent when the photograph was taken were: R. M. Drennan, Hon. John R. Nicholson, Robert Andras, Bryce Mackasey, André Saumier, T. M. Eberlee.

— Photo by L. Bianco, Geneva.

Maintain Vigilance

The report states that, although many of the unemployment fears caused by change, especially by automation, have been found to be baseless in many industrialized countries, it would be unwise for governments to relax their vigilance. In order to overcome the "brain-drain", developing countries may soon be faced with the need to create employment in order to keep scarce non-manual staff who would otherwise emigrate, as well as to encourage others to return home. The report suggests possible steps to provide educated unemployed workers with suitable work within rural development programs and other projects.

Jobs call for a certain degree of social organization. Non-manual workers are the principal element in such social organization, a term which embraces private institutions, official services, trade unions, occupational associations, and appropriate patterns of organization of production. Co-operative patterns of organization often require consideration when countries review the institutional support needed for development projects and the creation of productive employment.

As economic and social development calls for more non-manual workers, educational and vocational preparation must be made available to broader groups of the population. The report suggests that wider access to education would ensure the creation of educational facilities to guide individuals toward the sectors or occupations most affected by manpower shortages. This would include measures aimed at permitting workers and students to be trained or to receive additional training.

Social Origin

The report notes that social origin still influences opportunities to acquire the education for higher-level, non-manual occupations and recalls that equality of opportunity and free choice of employment are one of the main objectives of employment policy. Nevertheless, the report says, there is increasing awareness of the importance of equality of opportunity as a means to promote the better utilization of manpower in industrialized countries.

One of the most pronounced trends regarding vocational preparation at present is the growth of the idea that any system of preparation for, and adjustment to, vocational life should be flexible and related to development needs. Some special problems arise in connection with the vocational preparation of rural non-manual workers. In the rural sector of an overwhelming majority of countries, part of the working population will inevitably leave the land.

The report notes that different types of incentives, applied in conjunction with appropriate educational, training and employment policies, may be indispensable to overcome imbalances. Monetary incentives alone are not enough. Appropriate stimuli applied through taxation, career prospects, selection and recruitment procedures, industrial relations, fringe benefits, employment security and improvement of working conditions, are important elements of an overall incentives policy.

In most developing countries, the crucial factor limiting the supply of high- and middle-level manpower is the inadequacy of the educational system. The scope for adjusting income differentials appears to be greatest when prevailing higher educational preferences of secondary school graduates diverge widely from development priorities. The inability of the public sector in many countries to compete with the private sector for high-level technical and professional workers poses another problem of skill allocation. This imbalance of skills hampers the improvement of public administration.

Meanwhile, the ILO is drawing up human resources policies suited to the needs of economically less advanced countries. The report stresses the need to

bring out the importance of certain categories of non-manual professions for human resources policy. It suggests that the conference might deal with problems arising in sectors that support and complement industrialization effects and study non-manual professions that play, or should play, a dominant role in rural and regional development.

John R. Nicholson

In his discussion of the Director-General's report, Hon. John R. Nicholson, the Canadian government delegate, congratulated Mr. Tesemma on his election as president of the conference. He recalled the honour of his service as president of the Eighth Conference of American States Members of the ILO, held last autumn in Ottawa (L.G., Nov. 1966, p. 634).

Mr. Nicholson commented that the report had special significance in Canada, where 40 per cent of the work force was made up of white-collar workers. He remarked that Canadian white-collar workers are seeking ways and means of protecting themselves against adverse technological and other changes. "An important and relatively new development in Canada has been an increase in collective bargaining activity among white-collar workers," he said.

"There has been some debate in Canada whether legislation may be necessary to establish rules for adjustment of technological change. So far, no clear consensus has emerged. But there have been some valuable developments in collective bargaining of late, and it may well be that the process of adjustment to change will develop in this way effectively without the need of legislation, or at least with a minimum of legislation."

The Minister described briefly the role of the Canadian Government's task force (L.G., Jan. 1966, p. 14) which is examining the industrial relations system in Canada in depth. "It is mobilizing the most comprehensive industrial relations research program ever undertaken in Canada," he said. "In the course of its work, the task force will visit the ILO in Geneva later this summer, and will draw on the broad experience of the ILO."

Mr. Nicholson said that the Canada Department of Labour has a vital role to play in a society dedicated to economic growth and to raising standards of living. "Departments of Labour have a special responsibility in government circles to reflect the aspirations of working people," he said, "but they cannot and will not fulfil that responsibility unless they can demonstrate the economic as well as the social desirability of the work that they are performing."

The Canadian Delegation

Government Delegation

Head of the Delegation and Government Delegate: Hon. John R. Nicholson, P.C., O.B.E., Q.C., M.P., Minister of Labour; Provincial Minister Accompanying the Delegation: Hon. L. R. Peterson, Q.C., Minister of Labour, Province of British Columbia, Victoria; Members of Parliament Accompanying the Delegation: Robert Andras and Bryce Mackasey, Parliamentary Secretary to the Minister of Labour; Government Delegate: G. V. Haythorne, Deputy Minister of Labour, Ottawa; Substitute Government Delegates: John Mainwaring, Director, International Labour Affairs Branch, Department of Labour, Ottawa; Saul F. Rae, Permanent Representative and Ambassador of Canada to the European Office of the United Nations, Geneva; André Saumier, Assistant Deputy Minister, Department of Forestry & Rural Development, Ottawa; Bernard Wilson, Assistant Deputy Minister, Department of Labour, Ottawa.

Government Advisers

J. A. Beesley, First Secretary and Consul, Canadian Permanent Mission, Geneva; Jacques Corbeil, Third Secretary and Vice-Consul, Canadian Permanent Mission, Geneva; Guy de Merlis, Labour Attaché, Canadian Embassy, Brussels; T. M. Eberlee, Deputy Minister, Department of Labour, Province of Ontario, Toronto; J. P. Fournier, Deputy Director, Advisers Division, External Aid Office, Ottawa; Leonard Houzer, First Secretary, Canadian Permanent Mission, Geneva; J. E. E. Osborne, Director of Research and Statistics, Department of National Health and Welfare, Ottawa; G. A. Plante, Assistant Director, Special Services Branch, Department of Labour, Ottawa (secretary of the delegation); K. A. Pugh, Deputy Minister, Department of Labour, Province of Alberta, Edmonton; J. K. Wanczycki, Legislation Branch, Department of Labour, Ottawa; Assistant Secretary (stenographer), Miss A. J. Hagan, Deputy Minister's Office, Department of Labour, Ottawa.

Employer Delegation

Employer Delegate: C. B. C. Scott, Assistant General Manager (Personnel), Hydro-Electric Power Commission of Ontario, Toronto, (nominated by the Canadian Manufacturers' Association); Employer Advisers: R. M. Drennan, Manager, Employee Relations, Cyanamid of Canada Limited, Montreal (nominated by the Canadian Chamber of Commerce); W. J. McNally, Policy Department, Canadian Chamber of Commerce, Montreal (nominated by the Canadian Employers' Committee on the ILO); G. H. Paquette, Industrial Relations Manager, Imperial Tobacco Company of Canada Ltd., Montreal (nominated by the Canadian Manufacturers' Association); H. L. Wallis, Manager, Industrial Relations, E. G. M. Cape and Company Ltd., Montreal (nominated by the Canadian Construction Association); William H. Wightman, Manager, Industrial Relations Department, Canadian Manufacturers' Association, Toronto (nominated by the Canadian Employers' Committee on the ILO); R. E. Wilkes, General Secretary, The Railway Association of Canada, Montreal (nominated by the Railway Association of Canada).

Worker Delegation

Joseph Morris, Executive Vice-President, Canadian Labour Congress, Ottawa (nominated by the Canadian Labour Congress); Worker Advisers: F. A. Armstrong, Vice-President, Brotherhood of Railway Carmen of America, St. Vital, Manitoba (nominated by the Canadian Railway Labour Executives' Association); Herbert Flesher, International Vice-President, International Hod Carriers' Building and Common Laborers' Union of America (AFL-CI0/CLC), Vancouver (nominated by the Canadian Labour Congress); A. L. Hepworth, Director, International Affairs Department, Canadian Labour Congress, Ottawa (nominated by the Canadian Labour Congress); Louis H. Lorrain, First Vice-President, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Montreal (nominated by the Canadian Labour Congress); James Perna, Canadian Director, United Glass and Ceramic Workers of North America, Toronto (nominated by the Canadian Labour Congress); Adrien Plourde, *Président, La Fédération nationale de la métallurgie*, Arvida, Quebec (nominated by the Confederation of National Trade Unions).

Racial Discrimination in Britain



Conference delegates included, left to right: Bayard Rustin, Executive Director, A. Philip Randolph Institute; George G. Blackburn, Director, Fair Employment Practices Branch, Canada Department of Labour; Miss Nadine Peppard, General Secretary, National Committee for Commonwealth Immigrants; and Dr. A. M. Ramsey, Archbishop of Canterbury, Chairman.

"Racial Equality in Employment" in Britain was the theme of a two-day conference in London last February. The need for fair employment practices legislation was discussed by groups opposing discrimination in employment procedures and by employers and union representatives favouring a "voluntary system."

The conference was arranged by the National Committee for Commonwealth Immigrants, and was supported by the Race Relations Board of Britain. It gathered delegates from Britain, United States and Canada to consider the question "Should Britain introduce fair employment practices legislation?"

The representatives from Canada and United States were asked specifically to discuss the effectiveness of law in relation to discrimination, and the experience of their Governments in this matter. The Canadian representatives were George G. Blackburn, Director, Fair Employment Practices Branch, Canada Department of Labour (L.G., April, p. 226), and Dr. Dan Hill, Director, Ontario Human Rights Commission. The representatives invited from the United States were Ben D. Segal, Director of Liaison, Equal Employment Opportunity Commission; Joseph L. Rauh, Jr., civil rights lawyer and General Counsel, United Auto Workers; Bayard Rustin, Executive Director, A. Philip Randolph Institute; and Victor G. Reuther, Director, International Affairs Department, United Auto Workers.

To Promote Equality

The National Committee for Commonwealth Immigrants was set up with Dr. A. M. Ramsey, Archbishop of Canterbury, as chairman. The purpose of the committee is to examine governmental policies, both central and local, and to make proposals that will promote equality. It attempts to help newcomers settle into an alien and sometimes hostile society, and to educate the host community away from prejudices. It watches also for injustices in the area of racial discrimination and takes action against them. Advisory panels of experts meet monthly to examine the problems and recommendations of the committee.

The Race Relations Board of Britain was established by the Government to administer the Race Relations Act of 1965, concerning discrimination in public places. The chairman of the Board is Mark Bonham Carter.

The two groups work in close-co-operation and, during the past year, they have investigated problems concerning racial discrimination. They produced a report, titled *Racial Discrimination*, which was published last April by Political and Economic Planning, a research agency in Britain.

During the conference, the American speakers supported a suggestion recommending fair employment practices legislation. They were strongly supported by the British speakers. During the smaller group discussions, however, some employers and union representatives expressed serious doubts as to the need and effectiveness of such legislation, and they argued in favour of a "voluntary system."

Although no resolutions were passed at the conference, the subject was of great interest to those groups that would likely be concerned in the future with the passing of such legislation. Several union representatives indicated that they would support the case for the legislation if it were properly presented. Mr. Blackburn, of the Canada Department of Labour, gave the concluding address, in which he summed up the thinking of the speakers at the conference.

The British research agency, Political and Economic Planning, has released a report titled *Racial Discrimination*, which presents the findings of a series of related studies of a survey concerning racial prejudice against recent immigrants to Britain.

The objective of the survey was to assess the extent of discrimination against Commonwealth immigrants in Britain. Although almost any reliable information related to the life experience of immigrants could be of potential value, the particular

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50 Years ago

After a successful strike by Vancouver firemen for one day's rest in four, the LABOUR GAZETTE publishes an article on the two-platoon system in fire departments. Report of an investigation into the cold storage business.

In connection with a successful strike by Vancouver firemen for one day's rest in four in July 1917, the LABOUR GAZETTE for August of that year published a short article on "The Two-Platoon System in Fire Departments."

At that time this system was in force in 35 municipalities in the United States, but it had not been adopted anywhere in Canada. The Winnipeg Fire Department made a request for it in April 1917, and the city fire committee agreed that the system offered advantages; but it objected to the increased cost involved, and a compromise was arranged by allowing the men one full day off in every four. This necessitated an increase in the strength of the brigade.

"Where the two-platoon plan is in operation, the men usually work in two shifts, one of 10 hours from 8 a.m. to 6 p.m., without any time off for meals; and a night shift of 14 hours from 6 p.m. to 8 a.m., the men on the respective shifts alternating at regular intervals. In case of fire at the changing hour, the men coming on relieve the men at work, but if the conflagration is serious, the men off duty are required to respond without extra pay."

Fire chiefs in some of the municipalities in the United States that had adopted the system spoke favourably of the plan, "stating that it has resulted in better service, efficiency and health. The following quotation from a statement by the fire chief of Butte, Mon., will be of interest:

". . . The system has proven itself eminently satisfactory in every respect; about 18 per cent increase in men and expense; morals of the men better, more harmony, living conditions are better, less infraction of rules than ever before, and more interest in work is taken. Through our methods of inspection, made possible by the two-platoon system, the fire loss has decreased.

"While the majority of opinion would seem to be greatly in favour of the two-platoon system, it is not unanimous. The chief objection to the plan seems to be increased expense, though some fire chiefs claim also that it is subversive of discipline. The fire chief of New York City, for instance, says:

"I have always opposed the two-platoon system for the reason, firstly, that I consider it absolutely subversive of discipline; secondly, because it entails a greater expense without the compensating advantage of increased efficiency. The two-platoon system brings the men in the fire department down to a mechanical working basis . . . . Furthermore, under a two-platoon system the men are inclined to spend their days off duty in attending to their own business, coming back tired and fagged out to bunk in the engine house for the night; under such conditions the fire business soon becomes a secondary occupation.

" 'Give the men a day off in five, a day off in four, or even a day off in three, but never allow them to get you in a position where they are controlled by a labour organization and ready to demand pay for overtime as they did in Kansas City. A fireman's day is 24 hours; he is not working, he is waiting. The business demands eternal vigilance; it is only those who adhere to the principle of eternal vigilance who can properly guard the lives and property of the people of the city that employs them.'

"Numerous fire brigades in the United States and a few in Canada are now organized as labour unions. There are in the two countries 23 brigades organized as unions under charter from the American Federation of Labor, one being the Vancouver brigade. Of the 23 unionized brigades, eight work under the two-platoon system. The Winnipeg brigade is organized under the Dominion Trades and Labour Congress, and fire departments in some other Canadian cities are in process of organization as labour bodies.

"It is of interest to note that when the members of the Boston, Mass., fire department were organized, the organizer stated that the charter granted by the Federation prohibited strikes and that the Federation would not support members who took advantage of their connection with the union to violate rules of the department."

* * *

A report of an investigation into the business of cold storage in Canada was submitted to the Minister of Labour by the Acting Commissioner *re* cost of living in July 1917. The object of the investigation was to discover whether there was any illegal combination, undue accumulation or overcharging among those engaged in the cold storage business in Canada, in contravention of an order in council issued in November 1916 (L. G., Dec. 1966, p. 707).

The Acting Commissioner found that there was no "trust," and he did not discover any instance of the destruction of food fit for consumption. "There was nothing like combination among the various companies, but very lively competition instead," this journal for August 1917 said in a summary of the report. "A few of the cold storage firms, however, had attained such dimensions and had so centralized their business in certain lines that, in respect to particular commodities, they were able to exercise a practical monopoly, especially of export business. There was no evidence of over-accumulation. Immense amounts of products were bought, but as the world was bidding high for food, and the opportunity of selling at profit was not being overlooked, they were not carried for long.

"The report states that the cold storage companies of Canada, including abattoir houses, control about half the meat which is killed in Canada and about one fifth of the total quantity of eggs produced in Canada, more than one third of the cheese and about one fifth of the butter; that is, approximately these proportions of the total products of Canada in each of these commodities pass through cold storage in their transit from producer to consumer. It is not all the property at any given time of cold storage companies, but is either owned by them or stored on their premises.

"There are about 110 cold storage warehouses, operated by 76 different companies, two being American-owned. Seven operate one establishment only. Five are large export houses . . . . "

News Briefs

Amalgamation of unions proposed by CUPE

A long-term goal of amalgamating more than 100 existing Canadian unions into 10 national industrial unions was proposed to the Canadian Labour Congress, in a brief submitted in May by one of its affiliates, the 105,000-member Canadian Union of Public Employees.

The 40-page brief to the Congress's Commission on Constitution and Structure said that fragmentation into many unions was a basic fault of the Canadian labour movement, and that some international unions limited their Canadian members' autonomy in matters that were purely Canadian.

"We suggest that the long-term objective of the Congress should be the creation of 10 industrial-type unions on a Canadian basis. These would range in membership from 25,000 to 300,000. Any union with less than 25,000 members cannot effectively operate on an all-Canadian basis."

The brief asked also that union members with grievances against their unions be allowed to appeal to the CLC. If the union was found to be delinquent, but refused to rectify the grievance, the unhappy members should be allowed to switch union allegiance, the brief contended.

CUPE recommended a complete reorganizing of the CLC structure to eliminate the system of "too many chiefs and too few Indians." It asked the CLC also to seek a more friendly working relationship with the Confederation of National Trade Unions. "The time has come for renewed efforts to find a common ground between the two centres with the object of creating one central body."

CUPE is the first union to make public its submission to the CLC Commission.

Little calls for change in labour relations techniques

Union and management leaders must strive for a "more sophisticated and technical approach to the whole problem of industrial relations," Stanley Little, national president of the Canadian Union of Public Employees (CLC), told the annual convention of the union's Ontario division held in London, Ont.

"We—both employers and employees—must never fool ourselves into believing we have reached the ultimate in collective bargaining," he said. Although management and labour might never agree on their share of the economic pie, they could agree on a more effective and sensible way of settling differences. "The distressing alternative is to stick with the disruptive and chaotic methods now employed."

Union leaders who do not try to establish a rapport with management are harming their cause, he averred. "If some other method is not found, we will find ourselves shackled with compulsory arbitration."

Three Canadian girls win union scholarships

Three Canadian girls, all daughters of members of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-CIO/CLC), were among the ten winners of the 1967 John P. Burke Scholarships, donated by the union. Each will receive $1,000.

The three are: Louise Nadon, Temiscaming, Que.; Carol McIver, Campbell River, B.C.; and Susan Harty, Vickers Heights, Ont.

The announcement of the awards was made by President-Secretary Josph P. Tonelli.

New Bulletin issued on labour standards

Publication of a second edition of *Labour Standards in Canada* has been announced by the Canada Department of Labour. This bulletin, which is issued annually, has replaced the former annual *Provincial Labour Standards*.

The bulletin sets out the standards that are in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (a new section this year) and workmen's compensation. The standards set by labour ordinances of the Yukon and Northwest Territories are also included.

The bulletin may be obtained from the Queen's Printer (Catalogue No. L2-7/1966) at 75 cents a copy.

Union-Management Council established in Ontario

An official labour-management body, the Union-Management Council, has been established by the Ontario Labour Department to explore and find solutions to mutual problems in the field of labour-management relations. Ontario Labour Minister Dalton Bales made the announcement in April, and named Dr. John Crispo, Director of the Centre for Industrial Relations, University of Toronto, as chairman.

The council emerged from an informal labour-management committee set up more than a year ago by Hon. Leslie Rowntree, former provincial Minister of Labour. The committee at the time consisted of a group of labour and business leaders under the chairmanship of Dr. H. D. Woods, dean of the faculty of Arts and Science at McGill University.

Representing labour were: David Archer, President of the Ontario Federation of Labour; William Ladyman, Vice-President of the International Brotherhood of Electrical Workers; Larry Sefton, Director of the United Steelworkers of America, District 6; and Russell Harvey, Office Employees' International Union, now deceased.

Management was represented by: H. J. Clawson, Vice-President of the Steel Co. of Canada Ltd.; J. H. Smith, President of the Canadian General Electric Company; J. A. Belford, Vice-President of Massey-Ferguson Ltd.; and R. P. Armstrong, who was then with the Foundation Co. of Canada Ltd. Michael Warren, Ontario Department of Labour, acted as secretary.

Frank Hall retires from negotiating committee

Frank H. Hall, 74, announced in June his retirement as associate chairman of the negotiating committee for 100,000 non-operating railway workers in Canada. For the past 18 months, Mr. Hall has served as adviser to the committee, following his retirement in October 1965, after serving for 20 years as chief negotiator for the non-operating employees (L.G. 1965, p. 1016).

Mr. Hall has also relinquished his post as Canadian executive assistant to the international president of the Brotherhood of Railway and Steamships Clerks.

Honorary appointment for Horace Pettigrove

Horace R. Pettigrove, industrial relations officer in Fredericton of the Canada Department of Labour since 1942, was recently appointed an honorary research associate in the School of Graduate Studies of the University of New Brunswick.

The function of honorary associates in the School of Graduate Studies is to provide closer association between university personnel and senior research officers employed by government agencies. It is proposed that the associates shall take part in the graduate program by being members of a graduate students supervisory committee; by giving courses of instruction for graduate students, and by participating in, among other things, graduate seminars and symposia.

Mr. Pettigrove was appointed fair wage officer for the province of New Brunswick in 1936, becoming the first full-time official on the staff of the Labour Division of the Department of Health and Labour. As fair wage officer he administered the province's industrial standards legislation. In 1941, he was appointed Director of the Labour Division.

After being appointed to the federal Department of Labour in 1942, he served as president of the Canadian Association of Administrators of Labour Legislation in 1943. In 1946, he was appointed Deputy Steel Controller under the War Measures Act during a strike at the Dominion Steel and Coal Company plant in Sydney, N.S. During the past 25 years, he has served as conciliator in a number of important labour disputes in the Maritimes and in the railway and shipping industries. In 1949, he headed the Canadian delegation to a conference of the ILO Coal Committee in Pittsburgh; and in 1955, he led the Canadian delegation to a conference of the ILO Textile Committee in Geneva.

Provisions broadened for equal pay in N.S.

The 1963 Nova Scotia Human Rights Act provided that: "No employer and no person acting on his behalf shall pay a female employee at a rate of pay less than the rate of pay paid to a male employee employed by him for the same work done in the same establishment."

The 1967 Session of the Legislature passed an amendment inserting the word "substantially" immediately after the word "for." The amendment was introduced as a result of complaints that employers were circumventing the law by maintaining that the work was nearly, but not quite "the same."

Bill C-278 to provide for the training of adults (L.G., May, p. 297) was given second reading on April 25 (*Hansard* p. 15346) and third reading on April 26 (p. 15424). The bill received the Royal Assent on May 8 (p. 15526).

The first session of the 27th Parliament was prorogued by the Deputy Governor General on May 8 (p. 15526) and the second session of the same Parliament was opened by the Governor General later on the same day (p. 1).

The Budget

In presenting the budget on June 1 (*Hansard* p. 855), Hon. Mitchell Sharp, Minister of Finance, referred to an easing of monetary and credit conditions made possible by a slackening of the rapid rise in business capital expenditures that had moderated the "excessive demands" on the economy.

He said that the employment situation was "reasonably satisfactory," with a seasonally adjusted rate of unemployment of 3.9 per cent in May. The most unsatisfactory aspect of the situation in Canada, he said, was the continuing upward movement of costs and prices. The consumer price index had risen by 7.3 per cent between April 1965 and April 1967, and that rate of increase in consumer prices was "more than we can tolerate on a continuing basis."

Price increases were too often "the result of demands for increased incomes and profits by those with strong market or bargaining power, or attempts by others to keep up with the leaders." Most of the increases in wage and salary rates were "substantially in excess of the general increases in productivity . . . . They clearly imply that further increases in prices are likely to occur."

The Minister said that with the increase of funds and resources available for housing, "this year will bring an increasing volume of building this summer and fall." He agreed with the Minister of Labour's view that housing starts this year should reach a total of 160,000.

"We are now pressing ahead vigorously with measures to improve our productivity," first by giving priority to the education of young people, and secondly by a "major program of training and retraining of adults in our labour force." More resources were being put into scientific and technical research and development. "We are also planning to improve the opportunities for those now working in less productive industries and occupations."

"Essentially, however, productivity is not something that the Government can achieve. It is a task for all of us. It is particularly a job for management and labour."

The Minister said that there would be no amendment to the Income Tax Act in this budget, but he proposed to remove the sales tax on drugs, and the remaining 6 per cent sales tax on production machinery and apparatus immediately, instead of on April 1, 1968.

He forecast a deficit on budgetary accounts before tax changes of $700 million, and on the national economic accounts basis a deficit of $230 million. The proposed tax changes would reduce budgetary revenues by an estimated $40 million, making a total forecast deficit of $740 million. The tax changes would also reduce the Old Age Security fund revenues by an estimated $33 million.

ILO Instruments Tabled

The text of instruments adopted at the 50th International Labour Conference held in Geneva in June 1966 were tabled by the Minister of Labour in English and French on May 25 (p. 549). The instruments consisted of two conventions and two recommendations.

Convention 125 sets up minimum international standards for certificates of competency for officers on salt water fishing vessels, and Convention 126 deals with accommodation of crews on salt water fishing vessels.

Recommendation 126 outlines vocational training programs for fishermen and Recommendation 127 concerns the role of co-operatives in developing countries.

A motion to adjourn the House under Provisional Standing Order 39A was moved on May 30 on the question of the claim of the Confederation of National Trade Unions that "natural negotiation units" should be recognized by the Canada Labour Relations Board (p. 775).

In replying to the motion, the Parliamentary Secretary to the Minister of Labour said that he agreed with the mover that the question had dragged on too long. He also agreed with him on the matter of increased bilingualism among the members of the Board, although he said that "the very latest in simultaneous translation equipment is placed at the disposal of each and every person" who participates in the proceedings of the Board. The Parliamentary Secretary further said that representatives of the CNTU would meet representatives of the Cabinet in Ottawa on Thursday (June 1), and he hoped that "following Thursday, there might be some amicable solution to a very controversial problem."

McGill University's 17th Annual

Industrial Relations Conference

"Human Values and Technology" was the theme of this year's conference. Principal speakers were the Minister of Manpower and Immigration, and professors from Canadian and United States universities in the fields of industrial relations, sociology and business.

The effects of technological change on industry, on the worker and on society, and the ways in which disturbances caused by such change could be mitigated, formed the subject of discussion at the 17th Annual Conference of the Industrial Relations Centre of McGill University, held on May 16 and 17. The theme of the meeting which was attended by about 120 delegates, was "Human Values and Technology." The 16th conference was held in September 1965 (L. G. 1965, p. 899).

The conference was addressed by four principal speakers. Their names, and the titles of their addresses, were: Prof. Harold L. Wilensky, sociology, University of California at Berkley, Calif.—"The Impact of Change on Work and Leisure Values;" Prof. C. Roy Brookbank, industrial relations, Dalhousie University—"The Worker: Insecurity, Fear and Resistance to Change;" Prof. Leonard Sayles, Graduate School of Business, Columbia University, New York—"Modern Approaches in Managerial Behavior;" and Prof. Peter C. Briant, Vice-Dean and Director of the School of Commerce, McGill University—"New Directions in Industrial Relations in Canada—The Professional Employee."

Hon. Jean Marchand, Minister of Manpower and Immigration, was the speaker at the conference dinner. His subject was "Freedom in The Age of Technology."

PROF. C. R. BROOKBANK

In any organization, there are a number of loosely formed groups of people who are connected with each other in their work, and who are accustomed to rely on each other in various ways; and the realization of the importance of these groups in the adjustment of such matters as the effects of technological change holds promise for the future, according to the view taken by Prof. C. R. Brookbank in his address on, "The Worker: Insecurity, Fear and Resistance to Change."

"A pertinent example of such a system," said Prof. Brookbank, "is often found in the patterned continuity of relationships existing between union and management representatives charged with the continuous administration of a collective agreement."

The members of these "role sets," owing to their dependence on each other, recognize certain mutual obligations, and they rely on each other to respect these obligations. In matters such as the administration of a collective agreement, union and management representatives also develop "secondary role expectations;" or, in other words, they come to expect and receive a certain degree of co-operation from each other.

"Let us suppose, then, that a new collective agreement has recently been signed that contains a clause setting forth the rights and responsibilities of both company and union to reflect upon and safeguard human values in the face of technological change. My hypothesis," the speaker said, "is that the successful implementation of specific technological changes will depend to a great extent on our awareness that the patterned system outlined . . . represents a matrix through which important action sequences must be channelled."

Too often in the past, in introducing changes in business and industry, attention has been paid only to what appeared on the organization chart, and "even now, many firms are oblivious to the forces and pressures that play upon human behaviour in the many small informal groups that make up the total organization. By circumscribing much of the behaviour in reciprocal relationships, and by developing management policies and procedures that place limits on the flexibility of application, employers unconsciously encourage the fear, insecurity and resistance to change which they so often deplore . . . . Fear and insecurity in such instances can be clarified as not essentially fear of change, but rather as fear of loss of control over change."

"By creative experimentation in business and industry, we should be able to find ways of lessening fear, insecurity and resistance to change that will be more effective because they are consistent with the research findings of behavioural science," Prof. Brookbank said in conclusion. "The task will require a new

level of sophistication on the part of line executives and personnel specialists. It will not be easily accomplished."

Replying to questions after his speech, Prof. Brookbank said that, if an attempt were made to stop change, people who thought it to be essential would find ways of making it anyhow. He agreed that there would be less resistance to change if it were not sprung on people, and that time was needed in putting changes into effect.

One of the delegates said that in collective bargaining it was impossible to make any progress without good faith on both sides, and he asked what would happen under the system advocated by Prof. Brookbank if good faith were lacking. Prof. Brookbank said that if his informal groups were working together, good faith emerged. The "patterned system," he contended, held promise of a better solution than anything we now had.

PROF. HAROLD L. WILENSKY

"The most striking thing about work in modern society is that it is unevenly distributed," said Prof. Harold L. Wilensky, a sociologist with the University of California. Prof. Wilensky, who is also research sociologist in the University's Institute of Industrial Relations, believes that talk of the leisure-oriented society has obscured the basic fact that modern populations, on the average, remain busy, with some groups becoming busier while other groups are being condemned to forced leisure.

The average man's gain in leisure has been exaggerated, he said, by selective comparison of gross averages in working hours now and during the period of rapid economic growth in England, France, and America, "a time of blood-curdling schedules and conditions." But estimates of annual and lifetime leisure, and comparisons with earlier times, present a different picture. "The skilled urban worker has now achieved the position of his 13th-century counterpart, whose long workday, seasonally varied, was offset by many holidays, rest periods and long vacations. Annual hours of work now, as then, remain in the range between 1,900 and 2,500."

Prof. Wilensky believes that the upper strata have in fact lost out. Even though their work-lives are shorter, and their vacations longer than those in the lower strata, they work many hours, week after week, reaching a staggering lifetime total.

On the subject of women workers, Prof. Wilensky said, "It seems plain that emancipation, while it has released women for the labour market, has not to any equal extent released them from housewifery. Studies report an average range of 50 to 80 hours a week in housework, child-care, and paid labour. If a woman takes a job today, she has to figure on adding to her work week a 40- or 50-hour "homemaking" minimum, unless she can afford and obtain a maid."

Not Leisure-Oriented

Prof. Wilensky disagrees with social critics who are of the opinion that modern society is leisure-oriented; that leisure must now take up the slack caused by the disruption of the labour market in the new era of "cybernation," or by the new alienation of modern work; that we will have to break the once-tight relationship between income and employment, or rewards and type of work; that the typical man once had a stable career, but now, with greatly accelerated technological change, does not or will not have a stable career. "If they imply that we are becoming a leisure-oriented society, quickly moving toward the day when the average citizen has no useful work to do, and therefore must find substitutes for work, I doubt it," he said.

"The uneven distribution of work among those working, and the incidence of involuntary retirement and unemployment, suggest that men who have gained most leisure, need and want more work. The 'leisure-stricken' are not replacing the 'poverty-stricken'; the two are becoming one."

Prof. Wilensky said that we need to bend our abundance to great purposes, pay people for work that needs doing—create jobs, full- and part-time, that will harness the energies and channel the idealism and enthusiasm of millions of men, women, and young people. "Even for the long run of 20 years, it still makes sense to talk about education, vocational training, and public policy as they relate to jobs, labour markets, and careers."

In conclusion, Prof. Wilensky said: "Our abundance is astonishing. It leaves a pool of unneeded, unwanted manpower behind it. The average amount of leisure is impressive, but it is unevenly distributed and most of it is forced; those who have it—the unemployed, the aged, the least skilled—lack the education and resources for its creative use, and would prefer to be working anyway."

PROF. LEONARD SAYLES

The commonly accepted picture of employees being reluctantly forced to accept changes under pressure from an aggressive employer, or from the force of external circumstances, was attacked by Prof. Leonard Sayles in his address on "Management's Role in Facilitating Change." This view, he said, was nonsense, and his talk was devoted to an exposition of the ways in which changes were frequently opposed or obstructed by people on the management side.

He disagreed with the view that human beings instinctively feared and opposed change. On the contrary, "Everything we know about the human being suggests that diversity, curiosity and new stimuli all combine to produce personality development as well as satisfaction." Although he admitted that excessive and ill-adapted changes were harmful, he asserted that "change itself need not be threatening or debilitating."

Managers must be doing something wrong if they succeeded, as so many seemed to, "in creating fear, resistance and distaste for something that is both natural and widely experienced," he said; and he went on to describe some of the ways in which he thought they were wrong.

Common Impression

Management often gave the impression that change was unlikely or even undesirable, and that everything could be specified minutely and precisely once and for all—as in job descriptions, statements of company objectives, and even in budgets. In such matters, leaving things alone was rewarded, and change was penalized. Too much effort was wasted in specifying the past. Changes in budgets, he pointed out, were inconvenient, and accounting procedures tended to discourage change. The alternative was to put policies and objectives in terms that could be adapted to change.

There was a tendency for management to avoid change during long periods of prosperity, until in a sudden crisis it was discovered that costs were getting out of line with receipts. In this case, changes were usually introduced at the worst possible time, when employees were in fear of unemployment.

Management's most serious failure was in not creating an atmosphere of acceptance of change. Managers often did not understand the process of change; and there was a naive assumption that the "workers" would be the problem, not management. The worst problems arose when supervisors colluded with employees to protect their department's "rights" and autonomy. Even upper management was not infrequently less enthusiastic about change than one would expect.

Competitiveness

Competitiveness among professionals and managers spreads to the work force. Banks, for instance, had had problems in installing electronic data processing because front office people resented the rise in importance of "back office" operations that this brought about.

The time required to put changes into effect, and the cost of doing so, were commonly underestimated by 100 per

cent, Prof. Sayles said. As a result, when management put pressure on people who were thought to be too slow in completing the changes, a "panic environment" was created that was disturbing to the employees. Part of the failure was because too little time was allowed for "new patterns of co-ordination to develop." The speaker gave as an instance the experience of the navy, which was that new techniques could sometimes be taught in 10 days, but that it took six months at sea to get things working smoothly.

Management failed to understand the amount of give-and take required in jobs. There was almost no such thing as a simple change. Even what appeared to be minor changes might profoundly affect various relationships. The speaker gave as an instance a case in which a new hybrid variety of corn had been introduced among Indian farmers. The new variety greatly out-yielded the native variety; but it was found that before long the farmers went back to the old variety, the reason being that the new kind made an inferior, soggy tortilla.

All or Nothing

The moral was that it was impossible to change one part of a system without affecting other parts. Change had to be dealt with *in toto* [as a whole] and management often failed to see that, when changes were made, trouble was to be expected. It was no use to expect that even the most careful planning would anticipate all the difficulties that would arise. Flexibility and readiness to respond to the people most affected were required.

The industrially developed countries, Prof. Sayles said, commonly made the mistake of supposing that all that the developing countries had to do was take what was given them. Criticisms and proposals must be sympathetically received because they were often grounded on experience of problems that had not been foreseen by outsiders.

One of the delegates suggested that there was an inconsistency in Prof. Sayles's insistence on the impossibility of management's anticipating all the problems that would arise in connection with change. He asked whether the speaker should carry that a step further and question the wisdom of the changes themselves. In deciding on changes, there must be a balancing of costs and benefits. It was not only a question of adaptation, but of examination of change itself.

Changes were often forced on management, as for instance by outside pressure, Prof. Sayles said. It was often a question of adapting to needs rather than a choice of whether or not to make the change.

In commenting on something that Prof. Sayles had said about management's not understanding the relationship between jobs, a questioner asked how, in that case, overall planning by management was possible. Prof. Sayles denied that there was any contradiction here. One had to make efforts, but at the same time be prepared for the failure of one's efforts, he said.

PROF. PETER C. BRIANT

In cases where professionals cannot rely on individual bargaining power derived from their ability to better themselves by changing jobs, and where the advantage of a close working relationship does not exist between professionals on the employee and on the management side, there seems to be no alternative to collective bargaining. This was the opinion stated by Prof. Peter Briant, in his address on "New Directions in Industrial Relations in Canada—The Professional Employee."

Most of Prof. Briant's talk was about the collective bargaining position of the Protestant Teachers' Association—with which he is connected—under the Labour Code of Quebec and under Bill 25, which regulates collective bargaining by teachers in the province. But out of his discussion of this question he drew certain conclusions applicable to professional employees of large concerns in general.

The speaker divided professionals into three classes. In the first class he placed those who, owing to their professional qualifications and their mobility, i.e. the fact that alternative employment was open to them, could defend their own interests without joining any organization. Such persons could not properly negotiate collectively with their employers, because they sat on the management side in negotiations with other employees, and because they were in possession of management's secrets. "The essence of individualism and freedom along this avenue rests on the power of individual alternatives. It leaves the employer organization free to remain an authoritarian bureaucracy and assumes the existence of alternative employment opportunities."

The True Route

Prof. Briant said that he considered the exercise of mobility to be "the true route" for a professional, and one that might in the future be used more frequently outside of private industry, to which it was at present mainly restricted, "as the level of professional competence increases [and as] professionals working for public organizations find that alternative job opportunities provide one of the best options during private individual negotiations."

In the second class were those professionals who could protect their interests as employees by reason of the advantage they gained by sitting together with professionals on the management side of committees to develop organizational goals, policies and plans. "This approach would be appropriate for universities, schools and hospitals. Where this approach is adopted, there is no need for collective bargaining, because the countervailing power concept of collective bargaining would be incompatible with the notion of organizational government.

"It would surely not be feasible for professionals to participate in policy formulation one day, and sit on the opposite side of the table and bargain collectively with their confreres the next period," the speaker remarked.

Group Action

For the third class of professionals — who did not fall into either of the first two classes—the speaker said that collective bargaining seemed to be necessary. As examples of such professionals, he mentioned employees of the Quebec civil service or Quebec Hydro. "Here, the professionals rely on the coercive power that is derived from group action," he said. For such professionals, however, he found existing Quebec legislation inappropriate.

Taking a general view, he said that, when "the individual is unable to achieve his goals through his own efforts or through his own professional organization or his work organization, he will turn to other organizations. In any event, we cannot deny professional employees the right to safeguard and pursue their legitimate ends through collective bargaining in the same manner as other employees.

"In a society dedicated to improving the general welfare, we cannot avoid the twin problems of specialization and bureaucracy. Specialization is a requirement of mass production; bureaucracy is necessary for administrative order and leads to the need for specified rules or contractual arrangements so that subordinates are not at the mercy of the whims of a supervisor. Until other social forms are developed to modify the authoritarianism of a bureaucratic hierarchy, we shall probably have to accept collective bargaining by professional employees.

"There is at present under certain circumstances," Prof. Briant concluded, "no viable alternative if we are to reconcile the human values and aspirations of professional employees with the needs of an increasingly technological and impersonal society."

HON. JEAN MARCHAND

"Someone, somewhere, somehow, must act to restore the delicate balance between the interests of society and the opportunities of the individual," Hon. Jean Marchand, Minister of Manpower and Immigration, told the conference. He was

speaking on "Freedom in the Age of Technology."

"Faced with the vast and rapid changes of our revolutionary age of technology, the worker cannot act alone. The forces of change stacked against him are too powerful. They may even be too powerful for relatively small, though well organized, groups of men." The Minister went on to say that the single most powerful force in our society must act. "And by this, I mean the Government."

Mr. Marchand sympathized with the worker who finds himself replaced by a machine after working at a job for 15 or 20 years. "Naturally he will resent change and will think his world is collapsing." The Minister stressed that the displaced worker must be given the opportunity to adjust and to master another job. That is one part of what the Government is trying to do, he said, through the new Adult Occupational Training Act.

Meaningless and Illusory

Without opportunity to adjust, Mr. Marchand said, freedom from want becomes a meaningless phrase, and the additional leisure that follows, an illusory thing. He said that the displaced worker, instead of enjoying the fruits of machine-assisted labour may well find he has all the leisure in the world to suffer the misery of unemployment.

"In essence, under my department's Adult Occupational Training Program we are ready to purchase for the worker the kind of training that will make it possible for him to adjust to the formidable changes of our time."

He pointed out that the worker would have to be kept informed about the opportunities that will come his way after retraining. And this will be the work of manpower counsellors. To keep the counsellors abreast of the short-term and middle-term prospects of the labour market, the Department is setting up labour market research and analysis facilities, he said.

Mr. Marchand pointed out also that the mere availability of training opportunities and retraining itself, is not enough. The worker has to have a sufficient training allowance, and, if necessary, enough money to move his family and himself to another job. There was also a need to provide incentives to prospective employers to establish their operations in areas of under-employment.

A Choice of Roads

"Quite obviously, the mobility of the worker may be easier to sustain than the mobility of sources of employment," Mr. Marchand said. "But that does not mean that we have to take the easy road just because it is easier, and forget the harder one which in the long run may provide better opportunities for our national growth."

The Minister expressed concern over the plight of the older worker. "Granted, most employers do not deliberately discriminate against older workers. Granted, it may be more difficult to retrain a man of 45 than a younger man. But the fact remains that the older worker, as a general rule, finds it more difficult to find a job than a younger man." The Minister said that he could foresee a turning point, within a decade or so, when the hiring age may rise to 50 or 55 instead of 40 or 45. "This improvement is being assisted by the portability features of the Canada and Quebec Pension Plans, and by provincial legislation ensuring portability of private pension rights."

Industry invests large sums of money each year for research and development in technology, he said. It does so out of the need to compete and grow and improve productive capacity.

"The same kind of development for manpower also provides benefits to employers," Mr. Marchand concluded. "My department's Adult Occupational Training Program provides for assistance to industry in this regard."

Symposium

The four principal speakers took part in the symposium that brought the conference to a close; and Mrs. Frances Bairstow, Associate Director of the Industrial Relations Centre, was chairman.

Prof. Wilensky and Prof. Brookbank agreed that those who threw themselves into their work usually showed the same activity in other matters, such as in community work and in their leisure occupations. Prof. Wilensky said that if people were cut out of their work, it dampened their interest in other things, and to solve the problem of leisure it was necessary to solve the problem of work.

He said that the period of most rapid technological change in the United States was in the 1890s. "We bend our abundance to great purposes," he said, and he contended, as he had said in the course of his address, that there was plenty of work to be done. It was necessary to create jobs in such directions as urban redevelopment, welfare services and recreational services. More should be done to develop part-time jobs. Automation replaced people, but there were things that could be done to absorb them. Screams about lack of work were only propaganda or a poor capacity to forecast. Planning assumed that we knew the future.

Quebec Professionals

Prof. Briant said that professionals in Quebec tended to want to make their career in the province, and this made them less mobile than professionals elsewhere. American professionals were more mobile than Canadian professionals, he said; and he pointed out — and others agreed — that in the United States there was more active bidding for the services of professionals in the matter of salaries than there was in Canada. Prof. Wilensky remarked that the labour market for engineers was more of a national one in the United States than it was in Canada. He also said that professional engineers in the United States had not shown much tendency to organize, and that was because they could see "a way out."

A questioner asked why people entered the teaching profession when they could surely see before they did so that there was no "way out." Prof. Briant said that those who went into teaching often did not foresee this, and that when they found it out, many did leave the profession. The turnover among Protestant teachers in Quebec was very high. Teachers who never became principals were most frustrated people, he remarked.

One of those present pointed out that there was a lack of a way out for female professionals in Quebec. For nurses, he said, mobility did not give much real bargaining power, except in the case of the elite.

Prof. Briant said that when professionals started to bargain collectively, and to the extent that they did so, they gave up their own professional responsibility and regulation. Some collective agreements regulated all kinds of details. The pressure to put everything into an agreement tended to grow, and this resulted in the professionals' loss of control over their own standards.

Prof. Brookbank said it seemed to him that he himself had a great deal of freedom and control over what he taught. Under collective bargaining, however, teachers may have good agreements from an economic standpoint, but no control over what they taught — as was the case in Nova Scotia, he said. Since they had chosen the alternative of a strong bargaining position, they had lost control over other matters.

Referring to the position of teachers in Quebec, Prof. Briant said that new institutions were being developed in the province. Under the new legislation, economic matters would be dealt with at the provincial level. Heretofore school boards had been concerned with finance, and they had been composed largely of businessmen. But if economic matters were to be handled by the province, the character of school boards could be expected to change. With the economic points ruled out, the question would be how to arrive at the best arrangements for the children.

CIRRI Annual Meeting

Compulsory Arbitration And Collective Bargaining

Whether compulsory arbitration in the public service would inhibit collective bargaining was the subject of much serious discussion among members attending the Canadian Industrial Relations Research Institute Annual Meetings in Ottawa on June 5-6. Prof. Saul Frankel, Vice-Dean of Social Sciences, McGill University, and a member of the Public Service Staff Relations Board of Canada, gave the opening address on "Collective Bargaining in the Public Service."

The speaker elaborated on some of the main problems encountered in the administration of the Public Service Staff Relations Act. The topic of major interest to analysts of industrial relations, he said, was the provision for resolution of disputes contained in the Act. The index of success in industrial relations was the number of disputes avoided, not the number settled. "However, the latter remains the major focus of interest."

Prof. Frankel suggested that any deadlock in collective bargaining negotiations favoured the employer, and that such a situation was not meaningful collective bargaining.

Arbitration not Compulsory

The Act did not make arbitration compulsory, he pointed out, adding "a study of 'why ?' would be interesting." The Act took a novel approach to the institution of the strike, in that the strike was now recognized as a legal tool for public employees.

"Designated employees," however, may not strike because of the necessity of their work, Prof. Frankel explained. It is up to the employer to determine which employees are to be "designated employees." If a dispute should arise concerning such classification, the Public Relations Board shall determine the classification.

Prof. Frankel described the routes that employee groups might take to reach a settlement during collective bargaining. They had the option between the "strike" route or the "arbitration" route, he said. This choice was to be made after certification of the union group, but before proceeding with collective bargaining, and the decision was binding.

Prof. Frankel discussed the similarities between the permanent arbitration tribunal and the civil service tribunal of Britain, established about 1925.

Might Inhibit Collective Bargaining

He then asked a question pertinent to the discussion of the effectiveness of the new Act: "Does the Act take full advantage of the provisions of collective bargaining ?" He repeated that the option between strike action or arbitration must be made before negotiation began and that such an option was unilateral on the part of the union. This compulsory provision might tend to inhibit collective bargaining, Prof. Frankel thought. The element of uncertainty tended to stimulate collective bargaining, and that element was missing in the process laid down by the Public Service Staff Relations Act, in that it made the choice between routes binding, once the union decided between them. This situation would freeze the collective bargaining position of the two groups, and might make negotiating more difficult.

The speaker suggested that the choice between options should be extended to employers as well; and that the option, once taken, should be subject to change after negotiations began.

One unique feature of the Act was that grievance procedures were available to everyone, including managers, Prof. Frankel explained. In addition, grievances were not prejudicial to agreements reached in bargaining.

Prof. Bernard Solasse of the Industrial Relations Department of Laval University, gave a report titled, "Unionism and Collective Bargaining in the Quebec Civil Service." He did not discuss the achievements of Quebec in the field of collective bargaining in the civil service, but he reported on the activities of the Laval research seminar, established last January for the study of these questions.

Prof. Solasse described the plan of action of the seminar. It collected important data for study and analysis in this field, he said, and it proposed to survey the "collective consciousness" of a group of professional employees. In addition, it planned to study the structure and functioning of provincial administration in Quebec.

In the discussion that followed, Jacob Finkelman, chairman of the Public Service Staff Relations Board, referred to the experience in Ontario regarding compulsory arbitration. He pointed out that, contrary to fears that compulsory arbitration in the public service would inhibit collective bargaining, a breakdown in bargaining for police and firemen, who are not permitted to strike, had not occurred in that province.

Abbé Gerard Dion of Laval University said that the hospital strike in Quebec hospitals provided an example of the use of strike action for public service employees. "There were inconveniences," he said, "but not to too great an extent."

Prof. A. R. Weber

The guest speaker at the banquet was Prof. Arnold R. Weber of the Graduate School of Business at the University of Chicago, who spoke on "A Perspective on the U.S. Industrial Relations Scene."

Experiments in industrial relations in the United States had been successful, he said, but they had not caught on. One reason for this was that issues had changed and the big one now was the demand for more money.

Prof. Weber said that there was continued resistance in the United States to unions and to collective bargaining, unlike the situation in western Europe. Some of the new factors in the United States were the resurgence of union growth, dominated by mushrooming organization among professionals, government employees and teachers.

Union members in the United States were asserting a degree of independence and militancy far greater than that shown by union leaders. This was borne out by the fact that 10 per cent of the contracts had been rejected by the members after approval by the negotiators. Prof. Weber attributed this phenomenon to the average age of the work force, which has had a

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Collective Agreements in Manufacturing

Part III

More Provisions Affecting Pay

Time and a half is the standard rate for overtime pay for workers in Canadian manufacturing industries.

A recent survey conducted by the Department shows that 75 per cent of the collective agreements covering these workers stipulate time-and-a-half overtime premium rates after the regular period of daily hours. An additional 22 per cent of the agreements include provision for time and a half followed by a higher rate.

The purpose of the survey is to examine the main types of provisions contained in a total of 94 collective agreements that cover bargaining units of 1,000 or more employees in Canadian manufacturing industries. There is a total of 249,120 employees covered.

Parts I and II of the survey studied 25 main types of provisions in the 94 collective agreements. They included agreement provisions dealing with paid vacations and paid holidays, compensation for work on paid holidays, shift premiums, call-in pay guarantees, pay for union officials for time spent on grievance work or in the negotiation of collective agreements, paid bereavement leave, and a number of miscellaneous provisions.

In an extension of this study, an additional 42 types of provisions contained in these agreements have been analysed, and the findings of this new study are being published in two additional parts, Part III in this issue, and Part IV in the September issue.

Part III examines premium pay for time worked, provision for paid holidays that fall on days not normally worked, and pay guarantees for reporting and travel allowance on call-in (call-back). Some of the main findings among these provisions are:

- time-and-a-half premium rates for overtime work after weekly hours is standard in 45 agreements of the 94, which cover 140,040 employees; another 45 agreements covering 99,920 employees make no specific provision;
- time-and-a-half premium rates for employees working on Saturdays not normally worked is standard in 46 agreements; double time pay for working Sundays not normally worked prevails in 45 agreements; and 33 agreements provide for time-and-a-half pay for working Sundays not normally worked.

Most of the 94 agreements make no specific provisions regarding pay for holidays that fall on days not normally worked:

- only 21 agreements provide for a working day off with pay if a paid holiday falls on a Saturday, and only three agreements award an extra days pay;
- 36 agreements provide for a working day off with pay if a paid holiday falls on a Sunday, and four provide for an extra days pay.

Other tables under the heading of pay for time not worked:

- half of the 94 agreements provide four hours of work or pay for employees who report for work at the usual hour but are not given work for their regular shift; other pay guarantees for reporting are stipulated in 30 agreements;
- only eight of the 94 agreements provide for travel allowance on call-in, or call-back, and of these, only four specify the amount given.

Seven of the tables from this part of the survey are not included in this report. The reader should refer to the April issue (p. 232) of this journal for the tables showing *month of expiry* and *coverage by province* for the 94 agreements. The data contained in the other five tables are summarized in the text below.

Premium pay provision for regularly scheduled work on Saturday was included in 10 agreements covering 50,210 employees. The remaining 84 agreements, covering 198,910 employees, made no specific provision. Only 25 agreements, covering 77,320 employees, provided premium pay for regularly scheduled work on Sunday.

Some of the agreements included provisions regarding pay for time not actually worked. Paid wash-up time was stipulated in 19 agreements covering 43,400 employees. Paid sick leave, or sick leave benefit plan, was provided for or mentioned in 44 agreements covering 131,990 employees; the agreements do not make reference to sick leave benefit plans in all cases where such plans exist. Of the 94 agreements, 52 of them, covering 136,890 employees, provide for paid leave of absence for jury duty or court witness; this topic does not include provisions regarding paid leave of absence in connection with court cases involving the company only.

In Part IV of this survey, the clauses analyzed will deal with hours of work, union security, seniority, arbitration, special provisions for women and older or handicapped workers, and other miscellaneous provisions.

The findings of this survey are set out in the accompanying tables and in those that will be published in the September issue.

This report on the survey is a continuation of the previous study, "Collective Agreements in Manufacturing, Parts I and II" (L.G., April, p. 232; May, p. 292).

The study was made by Barry Maloney, Tim Thahane, Emile Vallée, Sheila Rajani and Henri Gallard of the Economics and Research Branch of the Department, under the supervision of Félix Quinet, Chief, Collective Bargaining Division.

It should be noted that in a number of cases the language used in the agreements was not entirely clear. In such instances, the provisions were classified subject to the proviso that they may be open to other interpretations as well.

The complete study of the 42 provisions in major collective agreements covering employees in Canadian manufacturing industries, including the charts and tables that have been omitted in this report, is available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour. Also available is the previous study of 25 types of provisions included in the same collective agreements.

Premium Pay for Time Worked

	Agreements		Employees Covered	
	No.	%	No.	%
Overtime premium rates after daily hours				
No specific provision	1	1	2,200	1
Time-and-a-half	70	75	202,720	81
Time-and-a-half followed by higher rate	21	22	41,340	17
Other	2	2	2,860	1
Overtime premium rates after weekly hours*				
No specific provision	45	48	99,920	40
Time-and-a-half	45	48	140,040	56
Time-and-a-half followed by higher rate	1	1	1,000	—
Other	3	3	8,160	4
Premium rates on Saturday or sixth day (not normally worked)				
No specific provision	31	33	71,780	29
Time-and-a-half	46	49	152,440	61
Double-time	3	3	4,850	2
Straight time followed by higher rate	2	2	3,700	1
Time-and-a-half followed by higher rate	12	13	16,350	7
Premium rates on Sunday or seventh day (not normally worked)				
No specific provision	13	14	37,820	15
Time-and-a-half	33	35	93,280	37
Double-time	45	48	113,920	46
Time-and-a-half followed by higher rate	2	2	2,400	1
Other	1	1	1,700	1

*Does not cover such specific provisions as premium pay for work on Saturday or Sunday, or the sixth or seventh day (not normally worked).

The dash indicates a percentage of less than 0.6.

Pay for Time not Worked

	Agreements		Employees Covered	
	No.	%	No.	%
Paid meal periods				
No specific provision	60	64	157,420	63
Paid meal period without reference to shift work	2	2	7,350	3
Paid meal period, on all shifts worked	13	14	43,070	17
Paid meal period, but not on all shifts worked	6	6	12,380	5
Paid meal period on overtime and/or in other special circumstances only	13	14	28,900	12

Pay for Time not Worked (cont'd)

	Agreements		Employees Covered	
	No.	%	No.	%
Provision concerning paid holiday falling on Saturday (not normally worked)				
No specific provision	63	67	168,110	68
Working day off with pay	21	23	58,210	23
Extra day's pay	3	3	7,800	3
Other	7	7	15,000	6
Provision concerning paid holiday falling on Sunday (not normally worked)				
No specific provision	49	52	112,330	45
Working day off with pay	36	39	114,800	46
Extra day's pay	4	4	7,950	3
Other	5	5	14,040	6
Provision concerning paid holiday falling on scheduled day off (other than Saturday and Sunday)				
No specific provision	78	84	198,750	80
Working day off with pay	6	6	21,380	9
Extra day's pay	4	4	12,900	5
Other	6	6	16,090	6
Provision concerning paid holiday falling within vacation period				
No specific provision	38	41	114,730	46
Vacation extended	20	21	37,160	15
Extra day's pay	32	34	87,430	35
Other	4	4	9,800	4

Pay Guarantees

	Agreements		Employees Covered	
	No.	%	No.	%
Reporting pay guarantee*				
No specific provision	17	18	37,040	15
1 hour of work or pay	2	2	4,280	2
2 hours of work or pay	14	15	44,890	18
3 hours of work or pay	10	11	16,070	6
4 hours of work or pay	47	50	139,490	56
8 hours of work or pay	2	2	3,150	1
Other	2	2	4,200	2
Travel allowance on call-in (call-back)				
No specific provision	86	92	228,900	92
Travel allowance on call-in (call-back), amount specified	4	4	9,730	4
Travel allowance on call-in (call-back), indicated, but amount not specified	4	4	10,490	4

*Refers to pay guarantees to employees who report for work at the usual hour, without notification to the contrary, and either find no work available, or are not given work for a full shift.

Women in the Labour Force

Laval University held its 22nd annual Conference on Industrial Relations on April 3 and 4. Having studied the Quebec Labour Code and manpower problems at the last two conferences, the conference this year had the theme, "Women in the Labour Force." Those attending the conference were representatives of government, unions and management.

JEAN-PIERRE DESPRÉS

Jean-Pierre Després, Assistant Deputy Minister of the Canada Department of Labour, the first speaker, dealt with the changing participation of women in the world of work. The participation of women in gainful employment evolved slowly, he said. It developed during two main periods, one of protection and the other of promotion.

During the protection or pre-war period, the governments or the International organizations exercised but a limited control because they could not prevent female work. The age of admission to work, health and safety measures for certain types of work considered unhealthy or dangerous, the prohibition of night work or of work in underground mines, and some maternity protection, for instance, were legislated on. General labour legislation itself did not cover the field it does today. Since 1945, however, the number of women at work has followed an upward trend brought about by union pressure and also by the technical progress during the first half of the twentieth century.

With the passing years, the increasing industrialization of nations and the invasion of the world of work by women, a parallel effort by the International Labour Organization and several governments has made it possible to determine several objectives. It is expected that the conclusions of the United Nations Committee on the Status of Women, which sat last March, will agree with and bring back into focus the international conventions and recommendations developed by the International Labour Organization.

Equal pay for equal work, non-discrimination in employment and occupation, fair employment practices, vocational guidance and training for all workers—some of which have already been written into law, and others will certainly become so—will be matters that the Royal Commission on the Status of Women (1967) will deal with, since, comparing its terms of reference with those of the United Nations Committee on the Status of Women, the objectives of the two working groups are similar. Thus, under the terms of the Royal Commission, at least with regard to matters coming under federal jurisdiction, the commissioners are requested to study (a) the actual and potential role of women in the Canadian labour market, including the special problems of married working women and the steps that could be taken under federal jurisdiction to help solve them; (b) the measures that can be adopted, within the limits of the federal jurisdiction, with a view to making better use of the skills and education of women, including the idea of retraining for those who wish to return to work; (c) federal labour legislation and regulations concerning women.

In Mr. Després' opinion, "the experience acquired shows that, in order to bring a durable and satisfactory solution to the problems of female employees in a period of change such as the present one, it is as necessary to change the views as it is to find, in practice, the means which the conditions existing in each country demand to enable a woman to fulfil her different roles, within the family, in the economy and society at large."

JACQUES SAINT-LAURENT

Jacques Saint-Laurent, an economist, said that it would always be less interesting for the working mother to be on the labour market, because, even given conditions as favourable as those of man, the replacement services she must ensure at home already reduce her net income at the outset. In the case of many enterprises, the costs of female work, particularly with regard to absenteeism, mobility and maternity, are higher and may lead to lower production even if at the outset equal opportunity is given to man and to woman as to the volume of physical production. For these reasons, a woman reduces her opportunities.

Mr. Saint-Laurent, who saw the short stay of woman on the labour market as an additional inconvenience, questioned the necessity of specialized studies for women. Although the number of men will continue to be higher than that of women in this respect, he did not deny a woman her right to education but he had a warning to women, asking them to seek appropriate remuneration for their work and a greater participation of their fellow women in the labour force, either part-time or full-time, so as not to leave untapped sources of energy required by society and the nation.

Mr. Saint-Laurent believed the female sector of the labour force would grow.

GÉRALD FORTIN

In order to do away with the amateur approach to female work and to favour the professional training of women, Gérald Fortin, a sociologist, suggested that work be organized on a part-time basis and that retraining of women in the 25-40 age group be encouraged. Day-care institutions and nursery schools should also be made available to working mothers. Thus, working women might be given an opportunity to acquire skill training and participate fully and without interruption in the labour force. As a result of both husband and wife's working, a new society emerges, Mr. Fortin said, since the relations between husband and wife lead them to discuss in a friendly atmosphere their personal unrelated experiences. It is obvious that a greater participation in household operations is required of the father, thereby returning to him a greater authority over the children and encouraging shorter, perhaps, but more intimate contacts between children and parents.

Permanent education and retraining of female workers are two realities of the world of work today and women, as well as men, must learn through the best means

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Employment Injuries in Canada in 1966

Among the employment injuries reported to the Workmen's Compensation Boards, the proportion made up of temporary disability, permanent disability and fatality cases has not differed significantly from year to year during the past decade as shown in Table 1.

Table 1

Averages for 1957-1966		*Per Cent*
Fatalities	988	0.5
Permanent disabilities	8,341	4.0
Temporary disabilities	198,945	95.5
TOTAL	208,274	100.0
Figures for 1966		
Fatalities	1,162	0.4
Permanent disabilities	9,864	3.8
Temporary disabilities	251,154	95.8
TOTAL	262,180	100.0

Over the 10-year period, there has been a slow, gradual improvement in the ratio of employment injuries* to the number of workers employed. The slight shift in proportion from permanent to temporary disability in 1966 might be a reflection of improved medical assistance and a more effective accident prevention program.

Average Ratio

The average ratio of the number of fatalities reported by the Workmen's Compensation Boards to the total number of fatalities compiled by the Economics and Research Branch of the Department of Labour for the past 10-year period amounts to 79.8 per cent. This indicates that 20.2 per cent of the total fatalities are not covered by workmen's compensation legislation. This ratio is the only means by which an approximation of the grand total of employment injuries can be calculated.

Furthermore, by relating the number of temporary disability, permanent disability and fatality cases reported by the Workmen's Compensation Boards to the total number of workers employed, an approximation can be made of the workmen's compensation settlement rates for those injuries. The 1966 workmen's compensation settlement rates are slightly higher than the average rates for the past 10-year period—an indication that workmen's compensation coverage is being expanded to include more and more workers.

The 1966 preliminary total of employment injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the 10 provinces was 797,653. The final total for 1965 was 740,482.

The Canada Department of Labour received reports of a total of 1,173 employment fatalities that occurred in Canada during 1966. The revised total for 1965 was 1,326, approximately 5 per cent higher than the preliminary total for that year reported in the previous annual review (L. G., July 1966, p. 356).

Total Below Average

In 1966, the number of fatalities in the primary industries, and their proportion of the total number of fatalities, decreased below the average number of fatalities in these industries for the past 10-year period, reflecting the declining labour force in these industries. In the manufacturing, construction and transportation industries, the reverse development took place, corresponding to the shift in the distribution of the labour force in these industries. The situation in the service and commercial industries has not changed significantly, however, in spite of considerable increases in their labour force.

During 1966 the construction, transportation and manufacturing industries together accounted for 61.8 per cent of the total number of fatalities. Of the total, 279 occurred in construction, 237 in transportation and 206 in manufacturing. The remaining 38.2 per cent of the fatalities were distributed in other industry divisions as follows: mining, 11.6 per cent; forestry, 8.9 per cent; agriculture and trade, 4.5 per cent each; service, 3.5 per cent; fishing, 3.1 per cent; public administration, 2.3 per cent; and finance, 0.1 per cent.

The Province of Ontario accounted for one third of the total number of fatalities; British Columbia and Quebec together, for another third; Alberta for one tenth.

Falls and Slips

An analysis by type of accident shows that the categories of falls and slips, and of being struck by different objects, accounted for almost half of the total fatalities. One third of the total fatalities were caused by such accidents as collisions, derailments and wrecks, or were the result

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The non-fatal and fatal employment injuries covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths and other employment injuries resulting from industrial diseases.

Statistics on employment injuries are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of employment injuries that occur during the period under review is usually greater than indicated in the article and tables, but injuries that were not reported in time for inclusion are recorded in supplementary lists, and the statistics revised accordingly in the next annual review.

*See Tables H-1 to H-9 at the back of this issue.

of being caught in, on or between different objects. The remaining one sixth were the result of conflagrations, temperature extremes and explosions; of inhalations, absorptions, asphyxiations and industrial diseases; of contact with electric current; of over-exertions; of striking against and stepping on objects; and of miscellaneous accidents.

During 1966, 12 multi-fatality accidents brought death to 76 workmen. Thirty-seven of these were drowned in five accidents. Fourteen employees died as a result of an explosion or fire in two accidents. Two construction mishaps caused the deaths of 12 workmen. Ten persons were killed in two aircraft accidents, and a head-on collision between two railway vehicles claimed the lives of three workmen.

The 1966 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 2.31 for men and 0.06 for women. The fatality rates for the past eight years (figures for women in parentheses) are shown in Table 2.

Table 2

Year	*Fatalities*	*Workers Employed*	*Rate per 10,000 Workers Employed*
		(in thousands)	
1959	1,318 (8)	4,353 (1,502)	3.03 (0.05)
1960	1,124 (10)	4,362 (1,593)	2.58 (0.06)
1961	1,082 (4)	4,381 (1,674)	2.47 (0.02)
1962	1,128 (7)	4,488 (1,737)	2.51 (0.04)
1963	1,220 (13)	4,567 (1,808)	2.67 (0.07)
1964	1,314 (6)	4,698 (1,911)	2.80 (0.03)
1965	1,318 (8)	4,842 (2,020)	2.72 (0.04)
1966*	1,159 (14)	4,983 (2,169)	2.31 (0.06)

*Preliminary

This table shows that the male fatality rate has not changed significantly over the past eight years, and that the female fatality rates were negligible.

Workers employed in the primary industry occupations, comprising approximately 10 per cent of the total workers employed, account almost exclusively for 28 per cent of the 1966 total fatalities. Workers employed in manual occupations comprising about 40 per cent of the total workers employed, account for approximately 62 per cent of the total fatalities; and workers of the service and white-collar occupations, comprising approximately 50 per cent of the total number of workers, are responsible for nearly 10 per cent of the total fatalities.

Employment injury statistics including those of 1966, fluctuate; but the general trend indicates a slow gradual improvement.

Racial Discrimination

Continued from page 475

focus of the survey was centred on the areas of employment, housing (including private rental, purchase and public rental) and credit facilities, insurance and personal services.

The method of study entailed personal interviewing with immigrants, personal interviewing with people in a position to discriminate, and "situation tests" for which the conditions of potential discrimination were reproduced. Whenever possible, all three methods were employed.

Subject Areas

The report is divided into four sections: the immigrant's reaction to life in Britain; his opportunities for employment in situations where discrimination is a factor; his opportunity to obtain housing; and his use of services and credit facilities. The groups of immigrants participating in the survey were West Indian, Pakistani, Indian and Cypriot. Native British and Hungarian groups also participated to serve as a basis for comparison.

The survey reveals that discrimination is largely based on colour. For example, Cypriots experienced the least discrimination, West Indians the most. The immigrants' participation in the survey were found not to be hypersensitive about their colour or over-ready to claim incidence of discrimination. The number of claims was fewer than expected, probably because the immigrants tended to avoid situations in which discrimination might occur.

The survey was sponsored jointly by the Race Relations Board and the National Committee for Commonwealth Immigrants. The research project was conducted by Research Services Limited for Political and Economic Planning.

Laval Conference

Continued from page 486

how to take advantage of these new conditions.

RÉJEANNE COLAS

While presenting a series of facts to illustrate the reality of womanpower, Réjeanne Colas, President of the Women's Association of Quebec, deplored the existing attitude of opposition whenever women claim a greater place. In spite of the efforts made with the submission of Bill 16 for the emancipation of married women, the matrimonial system of co-ownership still limits the rights of women and one cannot foresee when a complete legislation will give women the rights they are claiming. A change in mental attitude in her working environment is perhaps more important than legislative measures because in a hostile environment a woman cannot make the most of her capacities, and her chances of promotion and advancement are jeopardized. In conclusion, Mrs. Colas said there was still a long way to go before women workers were assured a real place in legislation, in the minds of individuals and in workplaces.

PIERRETTE SARTIN

Mrs. Pierrette Sartin, speaker at the closing banquet of the convention, agreed with Jacques Saint-Laurent in that equal pay for men and women cannot be a reality owing to the economic machinery itself and to the degree of actual possible participation of women in the world of work. Mrs. Sartin, as a writer, is in a position to observe women at work in her country, France, and she gave certain characteristics and attitudes of French women at work. The latter find security, acquire a feeling of real life when in contact with another social environment, a greater intellectual and emotional discipline, and see the end of a state of passivity and dependence which naturally flowed from the situation they accepted previously.

Special greetings for eight centenarians

Eight recipients of Canadian Government annuities, four men and four women, who have passed or are reaching their 100-year mark in Canada's centennial year, have been sent letters of congratulation by Hon. John R. Nicholson, Minister of Labour.

The oldest of the group, an Ontario man aged 104, has been receiving his Government annuity for 34 years. One 100-year-old woman has been getting annuity cheques for 44 years. The others have been getting their annuities for from 21 to 35 years.

What is believed to be the record among recipients of Government annuities was established by a woman who died in 1965 at the age of 100 after drawing an annuity for 50 years. An investment of $4,500, made in 1915, brought her a total return of $15,150.

City Consumer, May 1967

The consumer price indexes (1949=100) advanced between April and May in all regional cities except Saint John, where there was a decline of 0.1 per cent. The increases ranged from 0.7 per cent in Edmonton-Calgary to 0.1 per cent in Halifax, Montreal and Toronto.

Food indexes remained unchanged in Winnipeg, declined in Saint John, Montreal and Toronto, and rose in the remaining six cities. The increases ranged from 0.8 per cent in Ottawa, Saskatoon-Regina and Vancouver to 0.1 per cent in Halifax. Housing indexes rose in all cities except Ottawa and Saskatoon-Regina, where they remained unchanged. The clothing indexes remained unchanged in one city, advanced in three, and declined in six. Transportation indexes increased in six cities and declined in four.

Rises were recorded in health and personal care indexes in all cities except Saint John. Recreation and reading indexes increased in all cities, ranging from 2.9 per cent in Winnipeg to 0.3 per cent in St. John's, Nfld. Tobacco and alcohol indexes were higher in seven cities and remained unchanged in three.

Regional consumer price index point changes between April and May were: Edmonton-Calgary + 1.0 to 138.9; Saskatoon-Regina + 0.6 to 139.1; St. John's* + 0.5 to 129.2; Ottawa + 0.5 to 146.2; Vancouver + 0.5 to 143.0; Winnipeg + 0.3 to 141.9; Montreal + 0.2 to 147.2; Toronto + 0.2 to 149.8; Halifax + 0.1 to 140.3; Saint John − 0.1 to 143.9.

Consumer, May 1967

The consumer price index (1949=100) increased 0.2 per cent to 148.1 at the beginning of May from 147.8 in April. It was 3.3 per cent higher than the May 1966 figure of 143.4.

In the current period, all main component indexes except food and clothing showed increases from the preceding month. The food component recorded a decrease while the clothing component was unchanged.

The food index declined 0.2 per cent to 143.7 from 144.0. Lower prices were reported for all meat, fish and poultry items with the exception of liver and chicken; declines were also noted for bread, jam, infants' food, coffee, tea, all fats except butter, eggs, orange juice and canned fruits, as well as for potatoes, canned corn, canned baked beans, tomato juice and frozen green beans. These declines were partially offset by higher prices for most dairy products, cookies, sugar, all fresh fruits and most fresh vegetables.

The housing index rose 0.3 per cent to 150.5 from 150.1 as a result of general increases in both the shelter and the household operation components.

The clothing index was unchanged at 131.9. Increases in men's wear and footwear were offset by decreases in women's and children's wearing apparel and piece goods.

The transportation index moved up 0.1 per cent to 157.2 from 157.0.

The health and personal care index rose 0.5 per cent to 191.0 from 190.0, reflecting price increases in most pharmaceutical items, personal care supplies, men's haircuts and women's hairdressing services.

The recreation and reading index increased 1.5 per cent to 166.6 from 164.2. Higher prices for theatre admissions, camera film, bicycles and toys were recorded.

The tobacco and alcohol index rose 0.2 per cent to 127.9 from 127.7 in April.

Group indexes a year ago, in May were: food 143.8; housing (shelter and household operation) 144.2; clothing 125.0; transportation 151.1; health and personal care 180.7; recreation and reading 159.2; and tobacco and alcohol 125.1.

*On base June 1951=100.

Wholesale, April 1967

The general wholesale index (1935-39=100) for April was 262.0, unchanged from March and 1.5 per cent higher than the April 1966 index of 258.2. Four major indexes were higher, one declined, and three remained the same.

The three major group indexes, vegetable products 230.1, non-ferrous metal products, 236.6, and chemical products, 209.9, remained unchanged.

The non-metallic minerals products group index rose 0.4 per cent to 198.6 from the March index of 197.7. A rise of 0.3 per cent to 344.0 from 343.0 in the wood products group index reflected price increases for cedar, hemlock, fir, and hardwoods. Little change occurred in the textile products group, 251.5 from 251.4, and the iron products group, 272.6 from 272.5.

The animal products group index moved down 0.5 per cent to 289.2 from 290.6 on lower prices for livestock, fresh and cured meats, hides and skins, and animal oils and fats.

Farm Products Prices

The index of Canadian farm products prices at terminal markets (1935-39=100) increased 2.7 per cent to 249.6 from 243.0 in the three-week period April 28 to May 19. The animal products index moved up 3.5 per cent to 327.8 from 316.6, and the field products index advanced 1.2 per cent to 171.4 from 169.4.

U.S. Consumer, April 1967

The United States consumer price index (1957-59=100) increased by 0.3 per cent to 115.3 in April from 115.0 in March.

Increased costs of gasoline, motor oil, apparel, household maintenance and consumer services, and especially medical care, contributed substantially to the increase.

The cost of medical care, which rose one half of 1 per cent in April, is now up 9.3 per cent from the level of a year ago, the largest increase in any consumer price.

The decrease in food prices, 0.4 per cent, resulted mainly from lower prices for meats, most fresh vegetables and eggs. Increased production of beef and pork brought retail prices of meats down 6 per cent from those of April 1966.

British Retail, April 1967

The British index of retail prices (Jan. 16, 1962=100) was 119.5 at April 18, 1967, compared with 118.6 at March 21. At April 19, 1966, it was 116.0.

Increase in the prices of milk, potatoes, tomatoes, other fresh vegetables, apples, beef and lamb were responsible for a rise of less than 2 per cent in the average level of food prices. The index for the food group as a whole was 119.6 compared with 117.5 in March.

The index for the housing groups as a whole rose by more than 1 per cent to 133.4, compared with 131.8 in March.

In the transport and vehicles group as a whole, the index rose by nearly one half of 1 per cent to 111.2, compared with 110.8 in March.

Employment and Unemployment In May

Employment increased by 284,000 between April and May, an above-average increase for this time of year. The labour force, at 7,713,000 in May, was 330,000, or 4.5 per cent, higher than a year earlier. Employment was 273,000 higher than in May 1966.

Unemployment declined by 61,000 during the month from 365,000 to 304,000, but was 57,000 higher than a year earlier.

Unemployment in May represented 3.9 per cent of the labour force, compared with 3.3 per cent in May 1966 and 3.7 per cent in May 1965.

Employment

Employment, at 7,409,000, increased by 284,000 from April to May.

Almost half the April to May increase in employment, about 137,000, was among persons under 25 years of age. Employment of persons 25 years of age and over increased by 147,000.

Compared with a year earlier, employment was higher in community, business and personal service, transportation, communication and other utilities, manufacturing, and trade. There was a relatively small decline in construction employment.

Unemployment

Unemployment, at 304,000, was 61,000 lower than a month ago and 57,000 higher than in May 1966.

Of the total unemployed, 207,000, or 68 per cent, had been unemployed for less than four months. Of the remainder, 57,000 had been unemployed for four to six months and 40,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days — to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Insurance Registrations And Other UIC Statistics

On March 31, insurance books or contribution cards had been issued to 5,334,212 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1966.

On the same date, registered employers numbered 375,613, an increase of 22,646 since February 28.

Enforcement Statistics

During March, 10,550 investigations were conducted by enforcement officers across Canada. Of these, 7,734 were spot checks of claims to verify the fulfilment of statutory conditions, and 928 were miscellaneous investigations. The remaining 1,888 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 331 cases, 133 against employers and 198 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 661.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled $33,613,446.82† compared with $32,967,532.32 in February and $37,459,302.35 in March 1966.

Benefits paid in March totalled $53,166,725.31† compared with $43,530,946.67 in February and $46,114,519.12 in March 1966.

The balance in the Fund on March 31 was $253,912,564.00†. On February 28, it was $273,465,842.49 and on March 31, 1966 it was $141,483,169.21.

U.S. rail union wins pay increase

An agreement signed by the 40,000-member Brotherhood of Locomotive Engineers and the U.S. railroads at the end of May gave the union an increase of 6 per cent in basic wage rates retroactive to August 12, 1966.

A BLE spokesman said that the contract, which needed no ratification by the membership, would mean an increase of about $1.71 a day for the first 100 miles, the basic work unit on the road. The basic work unit in the yards is an eight-hour day. The agreement also provides a substantial increase, retroactive to January 1, for locomotive engineers working without a fireman-helper.

*These do not necessarily relate to the investigation conducted during this period.

†Figures for March 1967 are subject to revision.

Wage Schedules Prepared In April

During April, the Department of Labour prepared 312 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and other services. In the same period, 86 contracts in these categories were awarded. In addition, 58 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available, on request, to the trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	38	$661,134.00
Post Office	4	303,927.35
RCMP	4	179,414.40
Transport	2	5,965.00

During April, the sum of $1,895.17 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 99 workers concerned.

CUPE sample agreement has discrimination clause

A sample collective agreement which is used as a guide to CUPE locals in the preparation of agreements contains a clause under the heading "Employer Shall Not Discriminate" . . . "by reason of age, race, creed, colour, national origin, political or religious affiliation, sex or marital status . . ."

The provision regarding sex and marital status which has recently been inserted has already been negotiated by the Union in a number of municipalities across Canada.

Current Labour Statistics

Principal Items	*Date*	*Amount*	*Percentage Change From*	
			Previous Month	*Previous Year*
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	May 20	7,713	+ 3.0	+ 4.5
Employed	May 20	7,409	+ 4.0	+ 3.8
Agriculture	May 20	600	+19.0	+ 1.5
Non-agriculture	May 20	6,809	+ 2.8	+ 4.0
Paid workers	May 20	6,297	+ 3.2	+ 4.2
At work 35 hours or more	May 20	6,167	+ 3.8	+ 3.0
At work less than 35 hours	May 20	1,012	+ 3.7	+ 7.1
Employed but not at work	May 20	230	+11.7	+11.7
Unemployed	May 20	304	−16.7	+23.1
Atlantic	May 20	45	−25.0	+28.6
Quebec	May 20	123	− 6.1	+17.1
Ontario	May 20	74	−26.0	+29.8
Prairie	May 20	26	−21.2	+18.2
Pacific	May 20	36	−12.2	+28.6
Without work and seeking work	May 20	285	−14.7	+21.3
On temporary layoff up to 30 days	May 20	19	−38.7	+58.3
INDUSTRIAL EMPLOYMENT (1961 = 100)	February	118.3	− 0.6	+ 3.3
Manufacturing employment (1961 = 100)	February	122.0	− 0.1	+ 1.8
IMMIGRATION	1st Qtr. 1967	43,989	—	+43.2
Destined to the labour force	1st Qtr. 1967	24,334	—	+52.2
STRIKES AND LOCKOUTS				
Strikes and lockouts	May	97	+ 29.3	+ 2.1
No. of workers involved	May	51,620	+193.6	+81.3
Duration in man days	May	480,370	+216.7	+44.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	February	$100.69	+ 1.1	+ 5.9
Average hourly earnings (mfg.)	February	$ 2.37	+ 0.9	+ 6.8
Average hours worked per week (mfg.)	February	40.1	− 0.3	− 2.7
Average weekly wages (mfg.)	February	$95.03	+ 0.8	+ 4.2
Consumer price index (1949 = 100)	May	148.1	+ 0.2	+ 3.3
Index numbers of weekly wages in 1961 dollars (1961 = 100)	February	111.6	+ 0.7	+ 0.9
Total labour income 000,000	February	$2,516	+ 0.4	+10.4
INDUSTRIAL PRODUCTION				
Total (average 1949 — 100)	March	280.1	− 0.4	+ 2.2
Manufacturing	March	247.5	+ 0.6	+ 0.7
Durables	March	258.3	+ 2.3	+ 0.8
Non-durables	March	238.2	− 1.0	+ 0.6
NEW RESIDENTIAL CONSTRUCTION†				
Starts	April	8,220	+53.0	+26.1
Completions	April	10,397	+26.8	−49.5
Under construction	April	59,454	− 3.9	−21.6

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

Women in Canada's Federal Undertakings And Public Service

In 1965, more than one out of five employees in industries under federal jurisdiction was a woman. This was lower than the proportion in the national labour force, where about three out of ten were women. Women employees under federal jurisdiction, numbering 84,000, were concentrated in the telephone communications and banking industries, which together accounted for 70 per cent of that total. In these two industries, 73 per cent of all employees were office workers. In the rail transportation industry, on the other hand, although 37,000 out of the 100,000 employees were classified as office workers, fewer than 7,000 were women.

Industries under federal jurisdiction* include: interprovincial and international undertakings; shipping; transportation; communications; banks; works, undertakings and businesses that, although situated within one province, have been declared by Parliament to be for the "general advantage of Canada or for the advantage of two or more provinces"; and most crown corporations.

In the public service, where conditions of employment were governed by the Public Service Employment Act, and which is not subject to the provisions of the Canada Labour Code, women's share of employment was closer to the national average. The participation rate for women had risen from 18.7 per cent in 1937 to 27.7 per cent in 1960†, and has remained at about that level.

*Based on a special compilation of data collected in the annual survey of *Working Conditions in Canadian Industry, 1965* by the Economics and Research Branch, Canada Department of Labour. A 20-per-cent upward adjustment should be applied to total employment under federal jurisdiction. This adjustment is based on an estimate of employment in (a) establishments not responding to the survey and (b) establishments with fewer than 15 employees not covered by the survey.

†Royal Commission on Government Organization, (Glassco), Volume I.

In 1965, more than half of the female civil servants were employed in Ontario, 13 per cent in Quebec and 9 per cent in British Columbia. The remainder were scattered among the other provinces, Yukon, and the Northwest Territories, and 366 were employed abroad*.

Age and Occupation

The average age of women in the public service was somewhat higher than that of the average Canadian working woman; 63 per cent of all women employed in the public service being over 35, whereas only half of the Canadian female labour force was in that category.

Although women were employed in almost every occupation, they were concentrated in office and hospital service occupations and they held 90 per cent of all clerical jobs in the public service of Canada.

The Glassco Commission, appointed early in the 1960s to make recommendations that would "promote efficiency, economy and improved service in the despatch of public business" reported that:

> The policy of equality of treatment for women, which is implicit in the Civil Service Act, is not fully implemented in practice . . . Canada is trailing behind the United States and the United Kingdom in terms of the number of women it allows to reach senior positions in the public service.

The Commission further pointed to subtle ways in which discrimination was shown — such as: less effort being made to attract women at the university recruiting level; exclusion of women from jobs with limited accommodations, or from positions involving the supervision of male labour; infrequent referral to training opportunities, especially management training; and a negligible proportion of women in the category of those earning more than $5,000 a year. The Commission said that "it would be to its [the Government's] advantage were it to make more effective use of the talents and qualifications of women, because of the wide range of employment opportunities which are suited for women."

*C.S.C. Annual Report 1965.

Study Initiated

In line with this recommendation a survey was recently undertaken under the direction of Dr. S. Judek, Professor of Economics, Ottawa University, on the "Employment and the utilization of women in the federal service of Canada."

Data from some 5,000 completed questionnaires, roughly three fifths of which were from male respondents and two fifths from women respondents, are now in the process of being analyzed.

The object of the study is to provide information on career development related to such variables as age, length of service, education, occupation and career commitment. Practices and policies in the public service will be compared with those in similar sectors of the rest of the labour force.

Recommendations will be made as to how policies and practices within the federal service may be modified to make more effective use of the capacities and skills of women.

The study will also provide statistical and analytical information on changes in the pattern of women's employment in the public service, past and present. It will examine the principal characteristics of female federal employees, and in some respects will present a comparison with male employees. Legislation, regulations and personnel policies and practices that impede the employment of women in the public service, as well as policies and practices relating to working conditions, social security and career development, will be scrutinized.

By the Vocational Rehabilitation Branch
Department of Manpower
and Immigration

The Farm Training Centre At Ladner

This is an abridged version of an article written for this branch by Selwyn Simons, Executive Director of the Farm Training Centre, Ladner, B.C.

The Farm Training Centre in Ladner, B.C., is a place where retarded adults and adolescents are trained in farm work, life and living. It was organized by five chapters of the British Columbia Association for Retarded Children—Cloverdale, Delta, Langley, North Surrey and White Rock.

The organizers had considered the problem of training for retarded persons from many points of view. They realized that, to be successful, sheltered workshops should be in an area with plenty of secondary industries and with easy access by public transportation for the workers. In a rural area such as theirs, neither of these requirements could be met. They knew that in many parts of Canada farm help was needed, some for the year-round, but much of it on a seasonal basis. They believed that many retarded persons, particularly the older children still attending special classes or chapter schools for retarded children, would benefit from vocational training in practical work on the farm.

With these considerations in mind, an organization known as The Lower Fraser Valley Habilitation and Vocational Society for Retarded Persons was set up under the Societies Act of British Columbia, and work began on a farm training project.

Opened in 1964

The society was fortunate in obtaining from the Department of National Defence the use of 75 acres of land, part of the old Boundary Bay air field. The Farm Training Centre took shape, and in 1964 the program got underway with five students.

By the spring of 1966, after a few minor set-backs, the farm was in business. About 30 acres had been broken and prepared and contracts were taken to grow bush beans for canning, cucumbers for pickling, and potatoes for the Vegetable Marketing Board, in addition to sugar beets that had been sown the previous fall.

In March 1966, the B.C. Department of Education recognized and approved the Farm Training Centre as a suitable vocational training facility for students aged 16 to 18 who were attending special classes or chapter schools for retarded children.

Five students have been enrolled from the schools. These boys are physically fit, but their academic level is between Grade 2 and Grade 6. Experience has shown that these students, who have been subject to a certain level of discipline in the schools, progress faster than the adults who have been at home for a while, with little or nothing to do. Of the 11 students at the farm at the end of 1966, five drive tractors, some with great aptitude. They are trained to take care of the equipment and assist in repairs and maintenance. Others who lack the ability to operate machinery use manual tools and wheel hoes. Garden tractors can be handled by some of the students, who may not yet qualify for regular tractors.

Dividends

The harvest in 1966 was better than anticipated. The farm produced 26,000 pounds of sugar beet seed, 20 tons of potatoes, 41,000 pounds of bush beans, 8,400 pounds of cucumbers, and some carrots and turnips for home use and for the four Shetland ponies on the farm. The gross revenue for crops was $5,277. With the exception of mechanical harvesting of bush beans and sugar beet seed, and some spraying, all the work was done by the students. A report from one organization was that "the bush beans were the cleanest crop harvested in the district."

In the fall and winter months, and at other times when field work is impossible, students repair and repaint the farm machinery and furniture. They are also taught other skills and handicrafts.

Until now, the farm work has been confined to field crops. Although this limited activity has proved the value of the project, and has developed a definite level of productivity, diversification is essential so that each student will have an opportunity to find something of particular interest to him. Diversification, however, requires a considerable investment in residences and other buildings.

Help Wanted

If sufficient interest can be aroused, farms may be started in other areas—provided, of course, that both Provincial and Federal Governments can be persuaded to provide financial assistance. The general accommodation plan at the Centre calls for a maximum of 40 residential students and 15 to 20 day students. Any number greater than this would tend to "institutionalize" the project, and the directors do not want this to happen. Every effort will be made to keep a home-like atmosphere and environment.

Some students may use the residences as temporary homes, especially those who live in the immediate area, and who, due to sickness or disability in the family, need temporary shelter. The ultimate future of the students is still uncertain, but there is a possibility that some may be able to take full-time jobs with farmers in the district. For others, seasonal or temporary work may be found. Others again may never be able to work, except at the farm under direct supervision. Other problems still to be solved are related to the pros and cons of remuneration for work done, grades or levels through which the student progresses, and the introduction of "graduations," at which time a student would become a worker, and then perhaps a foreman or junior instructor.

The Ladner experiment has proved that, even with limited facilities and a mere one year of operation, retarded people can be productive on the land; and the possibilities for increased production will be much greater when the farm has become more diversified.

Condensed from Teamwork in Industry
Published by the Labour-Management
Consultation Branch

Getting to the Heart of the Matter

The record at G. Tamblyn Ltd.—16 years without a strike or a slowdown—is built on a policy of getting to the heart of the matter.

"We keep on top of everything," explains Alfred Power, personnel director since 1951.

"If you let employees stew over a grievance it only gets worse. I'd sooner spend half an hour and get the air clear."

William Nutt, local union president, is of the same mind.

"We nip the grievance in the bud. That's the way it's worked here."

And worked it has for Tamblyn's Toronto warehousing operation, and its 60 hourly-paid employees, represented by Local 431, International Chemical Workers' Union (AFL-CIO/CLC).

The Willowdale, Ont., plant supplies 115 Tamblyn retail drug stores from the prairies to the Maritimes.

Union-management relations are carried on in an informal atmosphere; joint consultation meetings held on an irregular basis—to meet a need, either at the request of employees or management. A typical meeting would bring together Mr. Nutt and three other unionists, a division manager and Mr. Power.

As well, the company keeps an "open door" policy. The personnel director and the union chief, for example, are not farther apart than a telephone call.

Mr. Power says the policy is reflected in a low rate of absenteeism, a low labour turnover, and a general feeling of trust and goodwill. When the union contract was negotiated and settled last year, the whole matter was wrapped up in two days. "When we negotiated the first agreement in 1951," Mr. Power recalls, "I told the boys then I never close the door. I've always felt that is the policy to follow."

Management has been able to streamline production by consulting employees on safety and housekeeping. Management reciprocates by keeping employees aware of company plans.

"If we want to make a move we discuss it with the union first," says Mr. Power, who feels company benefits have kept pace with the times. The company has a plan that pays the entire cost of disability benefits for employees with ten years service.

* * *

In terms of its employees and their skills, a hospital is a sea with many islands.

At the London, Ont., Westminster Hospital, for example, there are 25 "islands," or departments, through which 1,490 employees are dispersed.

As an employer, Westminster's task—one peculiar to big hospitals—is that of bringing together the nurse on the 6th floor, the pharmacist in the east wing and the laundry worker in the basement.

And this is where joint labour-management consultation comes in.

In contrast to industry, whose goal is production of the perfect product, the goal of hospitals is the cured patient. Westminster's Mutual Interest Committee defines its prime reason for existence thusly: "The Perfect Care of the Patient."

With this goal in mind the committee, begun less than three years ago, set out to (1) develop itself into a productive forum of communication—a place where employees and management can talk over issues, and (2) encourage all employees to speak up if they have an opinion to express.

Dr. William J. F. Bugg, hospital director, who encouraged formation of the committee in November 1964, comments favourably on the committee's efforts to provide better communication within the hospital.

"I have noticed a favourable change, not only at committee level, but in the hospital as a whole," he says. "The individual is becoming more open and able to communicate better with his supervisors and fellow employees."

As well as improved communications Dr. Bugg says the committee members "through their interest and participation" have made many constructive ideas useful to the hospital.

The hospital is operated by the federal Department of Veterans Affairs. Its employees are represented by the Public Service Alliance of Canada and the Professional Institute of the Pubic Service of Canada.

Chairman of the committee is the hospital's chief pharmacist, Harvey Sullivan. He was Dr. Bugg's choice to initiate meetings in 1964 "because of his unbounding energy and his willingness to help people."

The committee has made several useful suggestions which have been carried through. A heated shelter was built at the hospital bus stop, directional signs were posted to direct visitors around the hospital grounds, suggestion boxes were designed and put up in the hospital, hospital bulletin boards were improved, to name a few of the committee's suggestions.

"The whole design is to get these people talking," explains Mr. Sullivan. The role of a chairman is that of a catalyst and once members start talking the chairman remains silent. Occasionally he has to speak up to control enthusiasm and keep the meeting moving on schedule.

Among the topics discussed are: quality service, public relations, conservation of supplies and equipment, safety, promotion of understanding and good housekeeping.

Dr. Bugg, in summing up the committee's value, notes that it has increased the flow of information in the hospital. "Many constructive ideas have been developed due to the interest and participation of all representatives."

By the Section on Older Workers
Vocational Rehabilitation Branch
Department of Manpower
and Immigration

Older Worker Counselling

Texas Older Worker Project

"The older worker counsellor must realize that the older applicant's discouragement and frustration are a normal reaction to his situation," wrote Mrs. A. J. Metherd, Supervisor, Houston Older Workers Project, Texas Employment Commission, in a recent article on the counselling of older workers. "The counsellor must work out ways to help the applicant regain enough self-assurance and composure to present himself for the job opportunities that do exist."

The project is one of five similar schemes being conducted in some of the principal cities of the United States to develop new techniques in finding employment for older workers. The Houston project has been operating for a little more than a year, and has done much to confirm the findings of other groups investigating the problems in this field.

It has long been recognized that age is not the only handicap factor when someone past his middle years goes jobseeking. There are a number of other factors, such as limited or obsolete education, physical handicaps, inadequate knowledge of the labour market, and the inability of the older worker to appraise his own capabilities realistically. Such practical barriers, quite apart from social and psychological factors, are in themselves sufficient to engender frustration and discouragement.

The Houston Older Workers Demonstration Project was begun on April 1, 1966 to determine the additional quality and extent of services that local Employment Service offices could give older workers if sufficient staff were provided. Fifteen persons were assigned to the seven local offices in Houston. Success of the project was seen to be vitally dependent on the ability of the older worker staff to make use of the existing resources and the wealth of research material from the state office and of the national office of the Bureau of Employment Security and to incorporate the additional older worker services into the general employment program. Without this ability to draw upon the resources of the existing establishment, no amount of dedication, sympathetic concern or idea-development could have had any worthwhile effect.

The staff acted, in general, on their own initiative, because it was thought that close supervision would have impeded development. The general outline of the project called for such approaches as intensive counselling of difficult-to-place older workers, interviews in depth, screening the files for older applicants who were not getting job referrals, and general co-ordination of older worker services within the offices.

The idea of an employee's developing his own job assignment, rather than his being trained and closely supervised in a previously outlined work routine, was a somewhat radical innovation. But it was thought that this was the only way the project could operate.

Ingenuity and Help

"Older worker staff needed to learn to use their ingenuity, to develop ideas, and to forget about the time involved," continued Mrs. Metherd. "They needed a lot of help from the regular office staffs in order to operate at all; but most of all they needed to forget the negative aspects of the job they were trying to do, and to develop faith in their own capabilities and resources. They had to learn to accept that unsuccessful ideas weren't necessarily failures, or 'poor job performance'; but rather, necessary steps toward the ultimate objective—jobs for older workers. And sometimes they simply needed time to fold their hands and think about what to try next."

Close communication was maintained between the seven local offices, information being exchanged by telephone, at monthly staff meetings, or in monthly reports. Besides case histories of successful job placements, the persons working on the project were written up in the reports. If there appeared to be a need for more professional assistance, a representative from an agency operating in the field of welfare or rehabilitation was invited as a speaker or panel participant at the monthly meetings. Welfare agencies were grateful for the assistance given their applicants through the project, and they reciprocated by expediting emergency assistance needed by older applicants from the employment offices. The state rehabilitation agency provided hearing aids, glasses, dental care, and medical treatment for applicants whose employability was limited without this help.

Newspapers co-operated by running editorials and feature stories on the project. They were asked to keep the "do-goodism" aspect in the background, and to emphasize the idea of the value of age and experience to a prospective employer. When employers began repeating the ideas from the newspapers, it seemed evident that the articles were fulfilling their purpose—re-educating the hiring public that had been turning down the older applicants solely on the basis of age.

In some offices the project has been effective. In a few it is still in the growing stage. Project statistics are not showing remarkable results; but they do not mention such cases as that of the 62-year-old who was placed as a stenographer, when previously she could get work only as a baby-sitter or a companion because she was "too old" for an office job. Nor do they tell of the 55-year-old accounting clerk, displaced by automation, who managed to stay in accounting instead of accepting employment as a security guard.

Certification and Other Proceedings

Before the Canada Labour Relations Board

By the Employee Representation Branch

The Canada Labour Relations Board met for four days during May. The Board granted four applications for certification, rejected two, ordered three representation votes, and granted one request for a review of an earlier decision. During the month, the Board received 14 applications for certification and allowed the withdrawal of one such application.

Applications for Certification Granted

1. General Truck Drivers' and Helpers' Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of owner-operators of pickup and delivery vehicles and warehousemen employed at the Vancouver Terminal of Midland Superior Express Limited, Calgary, Alta. (L. G., Mar., p. 190) (Reasons for Judgment issued).

2. Canadian Merchant Service Guild on behalf of a unit of mates and engineers employed on vessels owned and/or operated by Blue Peter Steamships Limited, St. John's, Nfld. (L. G., May, p. 309).

3. Tunnel & Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of labourers and watchmen employed at Clinton Creek, Y.T., by Humphrey Construction Ltd., North Vancouver, B.C. (L. G., June, p. 364).

4. Canadian Marine Officers' Union on behalf of a unit of marine engineers employed by Transit Tankers and Terminals Ltd., Montreal, Que. (L. G., July, p. 416).

Applications for Certification Rejected

1. National Association of Broadcast Employees and Technicians, applicant, and Baton Broadcasting Limited, Toronto, Ont., respondent (L. G., Feb., p. 128) (Reasons for Judgment issued).

2. Seafarers' International Union of Canada, applicant, and Chembarge Ltd., Point Edward, Ont., respondent. (L. G., Feb., p. 128). The application was rejected for the reason that it was not supported by a majority of employees eligible to cast ballots in the representation vote conducted by the Board.

Representation Votes Ordered

1. *Syndicat National des Employés du Port de Montréal* (*CSN*), applicant, National Harbours Board, Ottawa, Ont., respondent (cold storage warehouse and refrigeration engineers) (L. G., May, p. 309) and International Union of District 50, United Mine Workers of America, intervener. The Board directed that the names of the *Syndicat National des Employés du Port de Montréal* (*CSN*) and the International Union of District 50, United Mine Workers of America, appear on the ballot (Returning Officer: R. L. Fournier).

2. Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and the Security Storage Division of Motorways Van Lines Ltd., Regina, Sask., respondent. (L. G., May p. 309) (Returning Officer: A. E. Koppel).

3. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, H. M. Trimble & Sons Ltd., Calgary, Alta., respondent (L. G., May, p. 309) and Professional Transport Workers' Union of Canada, intervener. The Board directed that the names of the Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and the Professional Transport Workers' Union of Canada, appear on the ballot (Returning Officer: D. H. Cameron).

Requests for Review Granted

The Board granted a request by *l'Association nationale des employés et techniciens en radiodiffusion* (National Association of Broadcast Employees and Technicians) for a review of the Board's decision of June 30, 1965 that certified the Association as bargaining agent for a unit of employees employed at Radio Stations CHLT-AM and CHLT-FM and television station CHLT-TV by *La Tribune Inc.*, Sherbrooke, Que. (L. G., Apr., p. 248). The Board directed that the certificate be amended by adding to the bargaining unit employees classified as telephone operator, assistant accountant, accounting machine operator, maintenance carpenter, and messenger, and that the order be amended also by deleting the name of "*La Tribune Inc.*" and substituting the name of "*Radio Télévision Sherbrooke* (*1967*) *Inc.*"

Request for Review

The Board received a request from the International Association of Machinists and Aerospace Workers for review of the Board's decision of August 27, 1948 that certified the petitioner as bargaining agent for a unit of employees of Canadian Pacific Air Lines Limited, Vancouver Airport, B.C. (L. G. 1948, p. 1102).

Applications for Certification Received

1. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees of Monarch Transport Ltd., Edmonton, Alta. (Investigating Officer: J. D. Meredith).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of maintenance employees of D. S. Scott Transport Ltd., North Vancouver, B.C. (Investigating Officer: D. H. Cameron).

3. International Longshoremen's Association on behalf of a unit of longshoremen and checkers employed by Clarke Traffic Services Ltd. (Clarke Steamship Co. Ltd.), Montreal, Que. (Investigating Officer: R. L. Fournier).

4. International Union of District 50, United Mine Workers of America on behalf of a unit of drivers employed by

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Tank Truck Transport Limited, Maple, Ont., at its terminals in Sarnia, Maple, Sudbury and Cornwall, Ont., and Montreal, Que. (Investigating Officer: H. A. Fisher).

5. Canadian Merchant Service Guild on behalf of a unit of tugboat masters employed by Davie Shipbuilding Limited, Lauzon, Que. (Investigating Officer: R. L. Fournier) (see applications for certification withdrawn).

6. Bricklayers, Masons, Cement Block Layers, Marble Masons and Vitrolite Tile Setters, Terrazzo Workers, International Union, Local 1, Manitoba, on behalf of a unit of bricklayers and bricklayer apprentices employed by the Hudson Bay, Mining and Smelting Co. Limited, Flin Flon, Man. (Investigating Officer: A. E. Koppel).

7. Canadian Marine Officers' Union on behalf of a unit of captains and licensed engineers employed by McAllister Towing Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

8. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Desgagnes Navigation Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

9. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers and other employees of Northern Distributing and Warehousing Ltd., Saskatoon, Sask. (Investigating Officer: A. E. Koppel).

10. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on a log barge by Rivtow Marine Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

11. D. K. W. Employees' Association on behalf of a unit of drivers and other employees of Deruth Transport Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

12. D.K.W. Employees' Association on behalf of a unit of drivers and other employees employed by J. Kearns Transport Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

13. D.K.W. Employees' Association on behalf of a unit of drivers and other employees employed by Walco Trucking Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

14. Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362, and General Truck Drivers' and Helpers' Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck drivers employed by Tiger Transfer Ltd., Calgary, Alta. (Investigating Officer: D. H. Cameron).

Applications for Certification Withdrawn

1. International Association of Machinists and Aerospace Workers, applicant, and Eastern Provincial Airways (1963) Limited, Gander, Nfld., respondent (L. G., July, p. 416).

2. Canadian Merchant Service Guild, applicant, and Davie Shipbuilding Limited, Lauzon, Que., respondent (see Applications for Certification Received).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Sidney Emmerson

Sid Emmerson, conciliator with the Conciliation and Arbitration Branch, Toronto Office, Canada Department of Labour, died June 16 at the age of 60.

Mr. Emmerson joined the Department's Labour-Management Co-operation Section of the Industrial Relations Branch in September 1959, and transferred to the Conciliation Section in November 1963.

Mr. Emmerson served as president of the Textile Workers' Union of America, Cornwall local, and in 1944 became the international representative of the Union, a position he held for 14 years.

Conciliation and Other Proceedings

Before the Minister of Labour

By the Conciliation and Arbitration Branch

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. General Enterprises Ltd., *et al.*, Whitehorse, Y. T. and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officers: D. H. Cameron).

2. E.M.I. — Cossor Electronics Ltd., St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

3. B.C. Towboat Owners' Association (certain member companies) and Local 400, Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe).

4. B. C. Towboat Owners' Association (certain member companies) and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

5. The Owen Sound Transportation Co. Limited, and Seafarers' International Union of Canada (Conciliation Officer: T. B. McRae).

6. Robin Hood Flour Mills Limited, Saskatoon, Sask., and United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel).

7. Clarke Steamship Company Limited Eastern Canada Stevedoring (1963) Limited, and *Agence Maritime Inc.*, Sept-Iles, Que., and Local 5197, United Steelworkers of America (Conciliation Officer: C. E. Poirier).

8. National Harbours Board, Port of Montreal, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

9. Quebecair, Rimouski, P.Q., and the International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

10. Aqua Transportation Limited, Vancouver, and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

11. North American Elevators Limited, Sorel, P.Q., and *Le Syndicat Catholique et National des Debardeurs de Sorel Inc. (CSN)* (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. National Harbours Board (Prescott Elevator — casual employees) and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae) (L. G., July, p. 417).

2. General Enterprises Limited, Whitehorse, Y.T., and Local 115, International Union of Operating Engineers (Conciliation Officer: D. H. Cameron) (L. G., July, p. 417).

3. General Enterprises Limited, *et al.*, Whitehorse, Y.T., and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. H. Cameron) (see above).

4. Giant Yellowknife Mines Limited, and Local 802, Yellowknife and District Miners' Union of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: J. D. Meredith) (L. G., June, p. 364).

5. Robin Hood Flour Mills Limited, Moose Jaw, Sask., and Local 201, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel) (L. G., June, p. 364).

6. Air Canada, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: T. B. McRae) (L. G., June, p. 365).

7. *Radio Lac St-Jean Ltée (CFGT)* Alma, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L. G., May, p. 310).

8. Robin Hood Flour Mills Limited, Saskatoon, Sask., and United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel) (see above).

Conciliation Boards Appointed

1. Canadian National Railways (Canadian National Newfoundland Steamship Service and Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., July, p. 417).

2. *Radio Iberville Ltée*, Ville Jacques-Cartier, Que., and *Syndicat Général de la Radio CSN (CHRS)* (L. G., May, p. 310).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between Atomic Energy of Canada Limited, Pinawa, Man., and Lodge 608, International Association of Machinists and Aerospace Workers (L. G., July, p. 417) was fully constituted in May with the appointment of R. A. Gallagher, Q. C., Winnipeg, as Chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee D. Proctor and union nominee E. A. Smith, both of Winnipeg.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian Pacific Air Lines, Limited, Vancouver, and Lodge 764, International Association of Machinists and Aerospace Workers (L. G., July, p. 417) was fully constituted in May with the appointment of George W. Rogers, as Chairman. Mr. Rogers was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. A. Bourne and union nominee H. Rankin, both of Vancouver.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian Lake Carriers' Negotiating Committee (26 com-

Continued on page 508

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

By the Legislation Branch

Legal Decisions Affecting Labour

The Ontario Court of Appeal has ruled that an employee has no right to participate in arbitration proceedings under a collective agreement respecting union-management policy

The British Columbia Court of Appeal has ruled that a union local was liable for damages for a breach of the union membership contract

The Nova Scotia Supreme Court has decided that the Rand Formula is valid under the Nova Scotia Trade Union Act

On February 16, 1967 the Ontario Court of Appeal, by a majority decision, ruled that, in the case of arbitration respecting union-management policy with regard to an interpretation of a collective agreement, an employee, though he was directly affected by the arbitration award, could not claim to participate in arbitration proceedings and had no right to a notice of hearing.

Circumstances of Dispute

The circumstances of the dispute as related by Mr. Justice Laskin, who rendered the majority judgment, were as follows:

The Court of Appeal considered an appeal from a judgment of Mr. Justice Grant of the Ontario High Court (1966) 58 D. L.R. (2nd) Part 4, p. 338, who dismissed an application for *certiorari* to quash an arbitration award regarding a dispute under a collective agreement between Greening Metal Products and Screening Equipment Company and Local 6266 of the United Steelworkers of America, the certified bargaining agent for the company's employees.

The arbitration award, dated April 1, 1966, was challenged by an employee of the company who was not, in his individual capacity, a party to the arbitration proceedings, nor to the grievance out of which the arbitration arose. But he claimed that the arbitration award adversely affected his employment rights, and that the failure to give him a notice of the proceedings deprived him of an opportunity to participate in the arbitration proceedings, which was contrary to the principles of natural justice.

Preliminary Issues

There was a collective agreement between the union and the company effective March 18, 1965, concluded for one year, but automatically renewable unless a notice for amendment or termination was given. Such notice was given and the agreement came to an end after March 17, 1966.

The grievance that led to arbitration was entered by the union on March 22, 1966 as a "policy grievance" under Art. 7.08 of the expired collective agreement. It alleged violation by the company of a union security clause as amended by the union and the company on September 1, 1965. The parties decided to submit the grievance to a single arbitrator instead of a tripartite board prescribed by the collective agreement.

On *certiorari* it was contended that there was neither a valid basis for the policy grievance nor any authorized arbitration machinery for its final decision. In particular, it was claimed that there was no collective agreement in existence on March 22, 1966, and no arbitration machinery under which the award of April 1, 1966 could be made.

Mr. Justice Laskin rejected these preliminary arguments because, in his view, it was within the power of the union and the company to amend the union security clause by mutual consent on September 1, 1965, and to agree to submit the dispute to a single arbitrator, provided that the collective agreement was still in force when arbitration before a single umpire was agreed upon.

He pointed out also that, if a notice of amendment or termination of a collective agreement is given when no collective agreement is in operation, Sec. 59 of the Ontario Act secures for a prescribed period the *status quo* between union and employer regarding the governing terms of employment and the dispute-resolving machinery, as these matters were reflected in the expired collective agreement.

Before the union was certified as exclusive bargaining agent on June 27, 1962 the employee in question (who was the applicant for *certiorari*) advised the company and the union that, because of religious convictions and political preference he would neither join nor give any financial support to the subsequently certified union.

He joined in 1961 an organization attractive to his beliefs, the Christian Labour Association of Canada, and he remained an outspoken and uncompromising opponent of compulsory dues payment and compulsory union membership, which the union in question sought to introduce into its collective agreement with the company. Mr. Justice Laskin noted that such provisions are, within the scope of collective bargaining under the Ontario Act, subject to some limitations, none of which was relevant to the case at bar.

Neither the first collective agreement between the union and the company, nor the second as originally concluded, contained provisions that would require union membership or payment of union dues from an existing employee, engaged before the agreement came into effect.

Provisions Amended

On September 1, 1965, however, the company and the union amended the union security provisions of their collective agreement, thereby affecting the applicant through the following clause:

> 5.02. As a condition of their continued employment, all present employees shall, on or before the 15th day of September, 1965, and all future employees shall, within 30 days following their employment, be required to execute and deliver to the Company an authorization for deduction of their union dues, or an amount equivalent to the regular monthly dues paid by members, as the case may be. Such authorization may be revoked by any employee by giving written notice to the Company and the Union within the 30-day-period prior to the termination date of the contract.

The parties to the agreement agreed, however, not to enforce this provision

until the expiration of the agreement on March 17, 1966. The applicant continued to insist on keeping his employment without being required to comply with provisions to which all other employees had subscribed and which were binding on all employees under Sec. 37 of the Act. The company did not press him to comply with the new union security provisions, but the union did — and some employees manifested their objection to the applicant's attitude by going on strike on March 18, 1966.

Arbitration of Policy Grievance

To resolve any doubt as to the meaning and effect of Article 5.02 of the amended collective agreement, and particularly, to determine who had the duty to administer it, the company and the union agreed to an arbitration, the result of which was challenged in the courts. The subject of arbitration was a policy grievance lodged by the union as follows:

> It is the Union's contention that, on March 18, 1966, the Company did violate Article V, Sec. 5.02 of the current collective agreement as amended on September 1, 1965.

According to the arbitration award, Sec. 5.02 imposed a duty on the company to direct an employee to sign a dues deduction authorization form or face disciplinary action by way of discharge.

Right to Intervene

Mr. Justice Laskin noted that all employees, being bound by the terms of a collective agreement, are affected by the way in which the company and the union administer those provisions of the agreement that are of general application. The employees are also affected by any arbitration decision following a policy grievance lodged either by the union or the company. This does not mean, however, that any employee (or any group of employees) may, by merely asserting it, enforce a claim to participate in the administration of the collective agreement against the wishes of the properly authorized representative of the exclusive bargaining agent; nor does it mean that any employee (or group of employees) might at their pleasure intervene as of right in grievance adjustment or arbitration respecting union policy grievances or management grievances.

Mr. Justice Laskin held further that, except when a collective agreement provides for a procedure dealing with individual grievances and subject to the Labour Relations Act, the conduct of relations with an employer is, under Ontario Law, committed on behalf of employees to the bargaining agent certified as their exclusive representative, or properly established as such by voluntary recognition.

The applicant in the case at bar insisted on his individual freedeom to be free of representation by the union, but the law does not permit him to make his own bargain with the company. The law allows the employee to seek, in association with others, the replacement of the incumbent union by another, or its displacement without any substitute. But if the employee is not able to achieve that, and is unwilling to work under the conditions as to wages, hours or otherwise, negotiated by the incumbent union on behalf of all employees, he may freely depart.

But he cannot have his own way in the face of a law which governs all employees and employers within its scope, regardless of their personal religious and political convictions. Mr. Justice Laskin added further:

> I find nothing admirable in the applicant's stand. Our society secures to everyone the right to adhere to a religion of his choice, and to hold to a self-determined political creed. It does not, however, give liberty to insist on religious conviction or political creed or both in contexts which the law does not regard as relevant to their free enjoyment, and as a ground for thwarting agreements binding on all irrespective of religious or political persuasion. This is presently the case in labour relations.

Mr. Justice Laskin held that no denial of natural justice occurred at the beginning of the union's grievance or on the submission to arbitration. But the applicant contended that the arbitration was converted into a single concern with his status. Accordingly, the applicant claimed that he was injured in his economic security as an employee of the company, and was without previous notice or an opportunity to make representations.

Arbitration Procedure

Dealing with the issue of arbitration, Mr. Justice Laskin considered, among others, the relation between individual and policy grievances. The Ontario Labour Relations Act compels ultimate settlement of disputes under collective agreement "by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable." The "parties" referred to are the union and the employer who have concluded the collective agreement. The arbitration decision is binding upon them and upon any employee affected by it.

The collective agreement relevant to the case at bar included provisions for the lodging of individual grievances, and for the lodging of a policy grievance which, in Sec. 7.08, was "defined and limited to one which alleges an actual violation of interpretation, application or administration of a specified provision of this agreement. . . ." In Mr. Justice Laskin's view, the advantage of the policy grievance is "that it is an extension of the administration of the bargain by the parties who concluded it, and the award therein becomes, in effect, a clarifying term of the agreement, a touchstone by which individual claims may be adjusted without (that is the hope) further resort to arbitration."

Another function of a grievance about policy is to provide for redress by the company for an alleged violation of a promise or term in the agreement favourable to the union, and this was involved in the proceedings under consideration.

In *Re International Nickel Co. and Rivando* (L. G. 1956, p. 1155) the court held that a labour arbitration board in Ontario is enough of a statutory tribunal to make its award amenable to *certiorari*. Unlike many statutory tribunals, however, a labour arbitration board, which is usually an *ad hoc* board, is the creation of the parties to a collective agreement; it has no initiative in bringing cases before it; no decision can be made by it unless the decision is sought by a complaining party; and the terms of the contract, rather than any statutory provision, set the limits within which it may exercise its authority.

It may be assumed that the legislation which conferred upon a trade union the right to negotiate a collective agreement (with binding effect upon all employees within the bargaining unit) left it to the union and the employer to determine what role any individual employee might play in the administration of the terms of the collective agreement.

In the case at bar, Mr. Justice Laskin continued, the ordinary provisions found in collective agreements for lodging of individual and policy grievances were supplemented by a special provision which preserved "the rights of any individual employee to present any of his personal grievances to the management." In Mr. Justice Laskin's opinion, this provision meant that an employee was not obliged to submit to union representation before being entitled to approach the management on his own behalf. But it was not made clear whether an employee might invoke the arbitration machinery against an employer without espousal of his cause by the union or even despite the union.

Rights of Individuals

Regarding individual rights under a collective agreement, Mr. Justice Laskin referred to various authorities. He noted that in *Nabess and Lynn Lake Base Metal*

Workers' Federal Union v. Sherritt Gordon Mines Ltd. (1959) 27 D.L.R. (2nd)54, the court held that the individual aggrieved employee had no standing to impeach an adverse arbitration award in a dispute between a union and an employer.

He concluded that neither the Labour Relations Act of Ontario nor the collective agreement involved in the case at bar contains any rule as to who could legally be the parties to any arbitration proceedings; and the question had to be decided in the context of the legislative and labour relations framework within which the individual sought to apply the principle *audi alteram partem.*

It was contended that notification of the applicant employee regarding arbitration proceedings became necessary by reason of the manner in which the policy grievance was argued and determined, that, in particular, the policy grievance was mere subterfuge to secure the employee's discharge, and that the proof of this was contained in the terms of the award.

Mr. Justice Laskin dealt with this contention both on facts and on principle.

On the facts, in his view, the contention failed because it was not in the union's power to procure the discharge of the employee if he was prepared to pay the periodical union dues. The right to discharge belongs to management, either as a matter of cause at large, or as specifically provided in the collective agreement. The union grievance policy was designed to force management to put before the employee the option under Sec. 5.02 of the collective agreement. If he decided to pay, his job was secure against union coercion.

On the question of principle, Mr. Justice Laskin assumed that an employee adversely affected by an arbitration award may decide to take action against the union if, in his opinion, it committed a breach of duty by failing to represent his interests in good faith; but the employee has no right to attack an award that was the result of non-collusive contention between union and employer.

Without Right to Challenge

Mr. Justice Laskin held that, in the case at bar, the employee was not seeking to enforce his rights under the collective agreement, the validity of which was extended by the statute. What the employee was attempting was to deny part of the collective agreement; and consequently, the issue before the court was whether the employee was entitled to attack the award for failing to give notice of arbitration proceedings.

Although the employee relied on the collective agreement to protect him against discharge, except for just cause, the arbitration was not one to determine whether he had been justly dismissed, Mr. Justice Lasking noted. Consequently, there were no proceedings of which the employee could complain because he was not allowed to participate. The purpose of arbitration was to fix the company with a positive duty under the amended Sec. 5.02, and it was instigated to provide an interpretation that would serve the union as such in respect to all employees in the bargaining unit. The fact that the employee in question might be the only one to feel the impact of the award gave him no special claim to be notified that the arbitration was taking place.

Further, Mr. Justice Laskin held, the union security provisions of Sec. 5.02 were within the union's power to negotiate with the company, and the union was entitled to have declared through arbitration the company's obligations toward the union under the union security clause.

The question submitted to arbitration revolved around the employee's resistance both to paying union dues and to membership in the incumbent union; and the purpose of the submitted question was to obtain a ruling and a direction against the company as the party obliged to make the employee in question, or any other employee, comply with the provisions governing continued employment. It so happened that the employee was the only one on whom the arbitration decision could have had an immediate effect. It was therefore not strange that the arbitrator "personalized" his award by delivering it against the background of facts out of which the arbitration arose. Mr. Justice Laskin noted that there were neutral passages in the reasons of the award, but it was obvious that, in the main, the award dealt with the meaning and effect of Section 5.02 of the collective agreement in relation to the action the company was obliged to take against this particular employee.

The operative part of the arbitration award read as follows:

> I therefore conclude that the Company is in violation of article 5.02 as amended and require the Company to notify the employee Hoogendoorn in writing forthwith by registered mail that he must execute and deliver to the Company a proper authorization form for deduction of his union dues, or an amount equivalent to the regular monthly dues paid by members as the case may be (enclosing such form) within seven (7) days from the date of the post-mark date on the envelope containing the notice, or be discharged from his employment. If Mr. Hoogendoorn fails to comply then I direct that the Company exercise its powers as an employer and discharge him.

Mr. Justice Laskin found no fault with the first (the long) sentence of the quoted award. It required the company to take action in obedience to its ascertained obligation under Sec. 5.02, and specified the nature of the action—namely, that the applicant be notified that he must submit to dues deductions or face discharge. In this part of the award, there was no direction to the applicant employee, so he could not claim any special standing in the arbitration proceedings regarding thereof.

The second direction of the award merely spelled out the consequences flowing from the first. It might, however, be said that it went beyond the issues raised by the submission to arbitration. In that event, the second direction was severable, and the Court had power to order it deleted accordingly.

Mr. Justice Laskin stated further:

> It is apparent to me that the applicant is, in a circuitous way, seeking to avert the consequences of a regime of collective bargaining imposed by the Labour Relations Act and carried out in the employment and related prescriptions mutually agreed to by the Union and the Company. It may very well be that, should he grieve his discharge, effected upon his refusal to obey the Company's direction that he submit to dues deduction, he will be met with rebuff; but this will be not because he is a victim of discrimination or unjust treatment, as he alleges, but because the issue on which he stands has been, first, taken out of his hands by the results of collective bargaining and, second, has been conducted in respect of all employees in the same way by an arbitration award.

Judgment Upheld With Variation

Mr. Justice Laskin held that Mr. Justice Grant rightly dismissed the application of *certiorari.* Counsel for the applicant, dealing with the main issue, cited cases with reference to natural justice placing considerable reliance on *Ridge v. Baldwin* (1963) 2 All E.R. 66. In the opinion of Mr. Justice Laskin, the authorities dealing with natural justice must be read in their statutory context; and he added that mere generalities about invalidity of a decision made without regard to principles of natural justice are of no assistance.

He pointed out that, in Britain, there is no statutory collective bargaining regime compared to that of Ontario, which includes provision for binding collective agreements and for compulsory arbitration of disputes under agreement. Further, he said, the Ontario regime provides for exclusive representation of the economic interests of all employees in a defined bargaining unit by a certified trade union of which not all employees may be members at the time of certification or later. Mr. Justice Laskin held, therefore, that

British case law on natural justice cannot be selectively applied to arbitration proceedings under collective agreement as if the statutory background was irrelevant.

Mr. Justice Laskin held that, in the case at bar, there was no failure to observe the rules of notice of a statutory tribunal; and an obligation to give notice to the employee could not be reasonably imposed upon the union or the company. The union and the company were contesting an issue arising immediately between them alone, and within the framework of a bargained arrangement that permitted contestation in the form in which it took place.

By a majority decision, the court affirmed the judgment of the court below, but it excluded from the arbitration award the supplementary direction to the company to discharge the applicant employee if he failed to comply with the request to authorize monthly dues deductions. *Hoogendoorn v. Greening Metal Products and Screening Equipment Company et al.*, 67 CLLC, para. 14,017.

B.C. COURT OF APPEAL

The British Columbia Court of Appeal, in a unanimous decision on June 1, 1966, allowed an appeal from the judgment of Mr. Justice Aikins (65 CLLC, para. 14,095), who had dismissed an employee's action for damages for breach of union membership contract and for injunction.

The Court of Appeal found that the president of Local 97 of the International Association of Bridge, Structural and Ornamental Ironworkers had discriminated against a member of the local with regard to employment opportunities because of his dual membership in a rival union.

The Court ruled further that the union security provisions contained in the constitution of the international union, which prevented a court action until internal union remedies were exhausted, applied not to an action against the local, but to actions against the international union only. Finally the Court of Appeal ruled that Local 97 was a legal entity and was liable in name for damages for breach of its contract of membership with a union member.

Circumstances of Dispute

The circumstances of the dispute, as related by Mr. Justice McFarlane who rendered the judgment of the Court of Appeal, were as follows:

Hornak, the appellant in the case at bar, has been for several years a member in good standing of International Association of Bridge, Structural and Ornamental Ironworkers, Local 97. Since 1960 he has also been a member of a rival union known as Canadian Ironworkers Union, Local 1. Paterson (the respondent in the case at bar) has been the president and the business agent of Local 97.

In February 1962, Local 97 as the certified bargaining agent of certain employees, together with a number of other union locals entered into a collective bargaining agreement with Peace Power Constructors Limited, a company whose function is to supply the labour required in the construction of the Peace River Power project. The agreement provided, *inter alia* (among other things), that structural ironworkers employed on the Peace River Power project had to be members of Local 97.

The agreement did not provide specifically that the employer was entitled to request the dispatch for employment of individual employees named by it. (The plan of supplying individuals named by the employer is described as the "name-request" system and should be distinguished from the "referral" or "rotary" system under which a union selects and dispatches the individuals to fulfil an employer's requirements.)

The Peace Power Company and Local 97 adopted a system under which the company would send its request for structural ironworkers, whom it designated by name, to the office of the National Employment Service in Vancouver. That office then relayed the request to Local 97 and asked for a "clearance"—i.e., a certificate of acknowledgment that the person named in the company's request was a member in good standing of Local 97. The local would then inform its member of the request made for his services. If the member accepted the employment, his transportation and dispatch to the work would be arranged by the National Employment Service.

In October 1962, Local 97 concluded a collective agreement with the Steel Erectors Association, which represents some thirty-five employers (including the Peace Power Company) operating in the Yukon Territory and in British Columbia. This agreement, which did not apply to the Peace River project, included the following clause 12(a), Union Security:

> When Structural Ironworkers are required by the employer, he shall employ them through the business office of Local 97. The employer shall have choice of selection provided he contacts the business office of Local 97 before hiring said employees, provided such employees shall be members in good standing of Local 97 as a condition of continued employment.

On October 16 and 17, 1963 (the dates relevant to the litigation) Local 97 had adopted and was maintaining in effect the name-request system. This system applied to the employers represented by the Steel Erectors Association and their contractual obligations. In the case of the Peace Power Company, the name-request system was used to "oblige" the employer, and it was in effect in fact.

On October 16, 1963 the Peace Power Company sent to Local 97, through NES at Vancouver, a request that a named foreman and three or four other named members of the local, including the appellant Hornak, be dispatched for employment on the Peace River project. This request was immediately passed on by NES to Local 97. The president of the local issued a clearance slip to one person only. Hornak (the appellant) was not "cleared" and not dispatched.

According to the trial judge, neither Paterson nor any other employee or officer of Local 97 attempted to notify Hornak of the availability of employment on the Peace River project, and this failure to notify him was deliberate. According to the trial judge, this failure to notify Hornak of certain opportunities for employment was an act of discrimination on the part of the president of Local 97.

It was contended at the time of the trial that perhaps such discrimination was justified on the ground that Hornak was a member of the rival union, the Canadian Ironworkers Union Local 1. In court it was assumed that Hornak, notwithstanding his membership in Local 1, was entitled to be treated on exactly the same footing as any other member of Local 97. The trial judge was therefore of the opinion that the conduct of Local 97 in discriminating against Hornak was unfair and oppressive. He also found, however, that Local 97 was not bound by contract with Hornak to apply the name system, and that "it remains a matter of policy for the local union to decide what practice to follow from time to time."

Rights of Union Members

Mr. Justice McFarlane noted that it is common ground that the terms of Hornak's contract with Local 97 were contained in the constitution of the international association from which Local 97 derived its charter and in the bylaws of Local 97 itself. Counsel for Hornak contended that certain directions or instructions set out in telegrams from the general secretary of the international association to the local, relating to use of the name-request system, were also part of the union membership contract.

Regarding the nature of the relationship between a member and his union, and considering particularly the powers granted to, and responsibilities imposed upon unions vis-a-vis their members, Mr. Justice McFarlane held that the membership contract implied a provision that the union shall not discriminate between members in applying any policy it might adopt with respect to job opportunities or the assignment of men to available employment.

This could be implied from the principle explained by Lord Justice MacKinnon in *Shirlaw v. Southern Foundries (1926) Ltd.* (1939) 2 K.B. 206 at p. 227.

Mr. Justice McFarlane noted further that Art. III of the international association's constitution contained the words: "the objects of the International Association shall be . . . to equitably distribute opportunities of employment." This was accordingly one of the terms of Hornak's contract of membership with Local 97, which required that he should not be discriminated against by the union's system of distributing employment opportunities. Mr. Justice McFarlane accordingly held that Hornak had a right to damages for breach of the union membership contract, unless the defences raised by Local 97 were valid.

Internal Union Remedies

As the first of the defences raised, counsel for the president of Local 97 contended that Hornak was debarred from court action until he had exhausted his remedies under the Constitution of the International Association of Bridge, Structural and Ornamental Ironworkers. In support of this contention, reliance was placed upon Art. XIX, sec. 4 of that constitution, the relevant part of which reads as follows:

> No suit or other action at law or equity shall be brought in any court, and no proceeding shall be initiated before any administrative agency by any officer or member of the International Association or any local unions affiliated with the International Association until and unless all rights, remedies and reasonable provisions for hearing, trial and appeal within the International Association shall have been properly followed and exhausted by the officer, member or local union. This provision shall require resort to internal remedies for a period not exceeding four (4) months.

In Mr. Justice McFarlane's view, this provision did not prevent access to the courts for redress; it merely postponed actions or proceedings for a period of four months from the time a complaint arose. Under Sec. 4, the action, which was commenced within the four-month period, would be dismissed, but afterwards the appellant Hornak would be entitled to sue again.

Mr. Juctice McFarlane added that it is a well established principle that contractual provisions which prevent, hinder or delay access to the court are to be construed strictly in the sense that such a provision is effective when expressly, or by necessary implication, it applies to the particular case. Examining Sec. 4 with that principle in mind, he found that it meant to postpone the bringing or initiating of suit, actions or proceedings by certain persons—i.e., officers or members of the international association and local unions. In Mr. Justice McFarlane's opinion, Sec. 4 did not expressly designate the persons or organizations against whom such suits, actions or proceedings were to be postponed. Specifically it did not apply expressly to an action such as the one at bar, which was brought against a local union by a member thereof.

Further, in his view, Sec. 4 did not apply to the case at bar by necessary implication. Since Sec. 4 is contained in the constitution of the international union, the reasonable interpretation is that it was intended to apply to suits, actions and proceedings against the international union only. Mr. Justice McFarlane found nothing in the bylaws of Local 97 which would extend the effect of Sec. 4 to Local 97. Consequently he held that this defence submitted by counsel for the respondents failed.

Union a Legal Entity

The next defence submitted was that Local 97 was not an entity "which may be sued in its common name herein." This submission, in Mr. Justice McFarlane's view, was answered completely and authoritatively, so far as the province of British Columbia is concerned, by the judgment of the Supreme Court of Canada in *International Brotherhood of Teamsters, etc. v. Therien* (L.G. 1960, p. 276) where Mr. Justice Locke, with the concurrence of the other members of the court, stated:

> In my opinion, the appellant is a legal entity which may be made liable in name for damages either for breach of a provision of the Labour Relations Act or under the common law.

Counsel for the respondents sought to distinguish the *Therien* case on the ground that it involved an action for damages in tort. Mr. Justice McFarlane held that this was not a valid distinction. In his opinion, when Mr. Justice Locke referred to damage under the common law he meant to include damages for breach of contract such as the contract of union membership invoked in the case at bar, as well as damages for tort.

Mr. Justice McFarlane noted further that Mr. Justice Locke referred to the rights, powers and immunities conferred upon trade unions by the B.C. Labour Relations Act, which defines a trade union as an organization that has as one of its purposes the regulation in the province of the relations between employers and employees through collective bargaining. The right to bargain collectively and to enter into agreements for that purpose necessarily involves the creation of contractual obligations as between the union and the employees for whom the Legislature has empowered it to act when certified according to the statute. Mr. Justice Locke also stated:

> In the absence of anything to show a contrary intention . . . the Legislature must be taken to have intended that the creature of the statute shall have the same duties and that its funds shall be subject to the same liabilities as the general law would impose on a private individual doing the same thing. *Qui sentit commodum sentire debet et onus.*

Mr. Justice McFarlane stated that this interpretation of the *Therien* case was applied, in his view correctly, by Mr. Justice Maclean in *Boldt v. Seafarers' International Union of North America* (L.G. 1961, p. 570) and by Mr. Justice Verchere in *Hughes v. Seafarers' International Union of North America* (*L.G. 1962, p. 863*).

Local 97 Liable in Damages

For these reasons, Mr. Justice McFarlane held that Local 97 may be made liable in name for damages for breach of its contract of membership with the union member in question. Mr. Justice McFarlane noted that the respondent Paterson was sued on his own behalf and as a representative of all members of Local 97, and he held him liable on his own behalf equally with Local 97 since he was the person who actively caused the breach of contract by his own deliberate acts. To sue Paterson in the representative capacity was unnecessary, but this misjoinder, in Mr. Justice McFarlane's view, would not affect the costs of the proceedings.

Appeal Allowed

Mr. Justice McFarlane allowed the appeal, set aside the judgment of Mr. Justice Aikins and directed judgment for the appellant Hornak against the respondents Paterson and Local 97 for damages for the breach of union membership contract. He remitted the case to the court below to determine the amount of damages and the nature of the injunction, if any, to which the appellant Hornak might be entitled. *Hornak v. Paterson et al.* (1966) 58 D.L.R. (2d) Part 2, p. 175; 66 CLLC, para. 14, 165.

NOVA SCOTIA SUPREME COURT

On November 8, 1966 Mr. Justice Cowan of the Nova Scotia Supreme Court, in dismissing an action brought by some employees for a declaration that they were not bound by a compulsory checkoff clause in a collective agreement, held that such a clause was not prohibited under the Nova Scotia Trade Union Act and, if included in a collective agreement entered into by a duly certified bargaining agent, was binding upon all employees in the

bargaining unit including those who were not members of the bargaining agent.

Mr. Justice Cowan held further that, because, under the Nova Scotia Trade Union Act, all the parties were bound to do everything required of them by the provisions of the collective agreement, the compulsory checkoff of union dues was a permissible deduction under the Nova Scotia Coal Mines Regulation Act.

Circumstances of Dispute

The circumstances of the dispute as related by Mr. Justice Cowan in his reasons for judgment were as follows:

On May 19, 1959 the United Mine Workers of America, District 26 was certified by the Nova Scotia Labour Relations Board as bargaining agent for a unit of employees of the Dominion Coal Company Ltd. in Nova Scotia. After certification, the union concluded with the company on September 7, 1965 a collective agreement, effective from January 1, 1965 to August 1, 1966. The agreement was to continue in force from year to year unless notification to re-open it was served by either of the parties. In fact such notice was given, and the parties agreed to extend the 1965 agreement up to December 1, 1966 to give further time for negotiation.

Union Security — Rand Formula

The 1965 agreement contained clause 27 regarding union security. Subclause (c) of clause 27 provided for a checkoff of the equivalent of union dues in the case of employees who were not members of the Mine Workers Union, but who came within the bargaining unit to which the agreement applied.

Subclause (c) of clause 27 reads, as follows:

> *Check off of Equivalent to Union Dues—Non-members*
>
> The parties agree that from and after the first day of September, 1965, there shall be a compulsory checkoff of an amount equivalent to union dues from the pay of all employees who are not members of the union and who come within the bargaining unit to which this Agreement applies. Such checkoff shall continue during the period the provisions of this Agreement are binding upon the parties. The amount to be deducted shall be such sum as may from time to time be assessed by the Union according to its Constitution as Union Dues payable by its members.

Some employees of the company who came within the bargaining unit had never been members of the certified Mine Workers Union and had never paid dues to it. Since 1960, they had been employees of the company in question and, when the dispute arose were members of Central Auxiliary Workers' Union (also known as Central Lodge No. 679, International Association of Machinists). Since at least 1960, the Central Auxiliary Workers' Union has been a trade union within the meaning of Sec. 1(s) of the Nova Scotia Trade Union Act.

Validity of Rand Formula Disputed

When the 1965 collective agreement was signed, the company put into effect the checkoff provisions of the agreement, including the provisions contained in subclause (c) of clause 27, which were applicable to employees who were members of the bargaining unit, but who were not members of the bargaining agent. Then the employees, who were members of the Central Auxiliary Workers' Union brought a court action for a declaration that the checkoff clause (referred to above) in the 1965 collective agreement between District 26 of the Mine Workers Union, and the Dominion Coal Company was illegal and unenforceable as against them, and that the union security clause in question was not binding upon them.

Plaintiffs' Arguments

In support of their claims, the plaintiffs argued that the union security clause (27(c)) was not binding upon them, by reason of the provisions of Sec. 6(1) of the Nova Scotia Trade Union Act and Sec. 124(1) of the Coal Mines Regulations Act. In the alternative, they submitted that the clause was not binding on them because such a clause is generally unenforceable in collective agreements in Nova Scotia or—in the further alternative in the case of the 1965 Agreement—because of the wording of that agreement.

Sec. 124 of the Coal Mines Regulations Act (as amended) reads as follows:

> (1) Except as hereinafter provided, or as required or permitted by the Trade Union Act, the wages or salary of every employee in or about a mine shall be paid to him in money current in the Dominion of Canada, or by cheque of the employer drawn on a chartered bank without any abatement, set off, or contra claim of any kind whatsoever, provided that every employer, when so requested in writing by any employee, shall retain from the wages or salary due to the employee from the employer and pay over to the person designated in such written request the sums due from the employer for: (a) doctor's dues or fees; and (b) payments, contributions and levies for benefit society, hospital and church.
>
> (2) An employer may, without the written request of the employee, deduct also from wages or salary sums due to the employer for rent, coal, powder, tools or other warehouse supplies, and shall without such written request deduct from wages or salary checkweigher's dues and fees.

The words in the opening sentence of subsection (1) "or as required or permitted by the Trade Union Act" were added in 1964 and at the same time the word "union" was deleted from clause (b) of subsec. 1 of Sec. 124.

Regarding the Trade Union Act, prior to the year 1964, Sec. 6 provided as follows:

> No provision in a collective agreement requiring an employer to discharge an employee because such employee is or continues to be a member of, or engages in activities on behalf of a union other than a specified trade union, shall be valid.

In 1964 Sec. 6 was amended by renumbering the former provisions of that section as (2) and by adding the following subsection as subsec. (1):

> Nothing in this Act prohibits the parties to a collective agreement from inserting in the agreement a provision requiring, as a condition of employment, membership in a specified trade union, or granting a preference of employment to members in a specified trade union; but no such provision shall affect a person who, on the fifteenth day of February, 1964, (a) was an employee of an employer who is a party to the agreement containing the provision, (b) was not a member of the specified trade union or was not paying dues to the specified trade union, and (c) was a member of a trade union other than the specified trade union, unless he subsequently ceases to be a member of that other trade union or becomes a member of the specified trade union.

Mr. Justice Cowan summed up the first argument submitted on behalf of the plaintiffs—that, under Sec. 124(1) of the Coal Mines Regulations Act, the wages due to the plaintiffs must be paid to them without deduction by way of checkoff under clause 27(c) of the 1965 agreement. Also, that such a checkoff was not "required or permitted by the Trade Union Act" since Sec. 6(1) of the Act permitted only certain kinds of union security provisions, and the plaintiffs argued that they came within the proviso to Sec. 6(1). Also that the plaintiffs claimed the only type of checkoff contemplated by the Nova Scotia Trade Union Act was a voluntary revocable checkoff by individual employees, dealt with by Sec. 67 of the Trade Union Act.

Arguments Rejected

Mr. Justice Cowan found that the plaintiffs' arguments were not acceptable for the following reasons. He referred to Sec. 18 of the Trade Union Act, which provides as follows:

(1) A collective agreement entered

into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon: (a) the bargaining agent and every employee in the unit of employees for which the bargaining agent has been certified; and (b) the employer who has entered into the agreement or on whose behalf the agreement has been entered into.

(2) Every employer and every trade union and every person who is bound by a collective agreement, or on whose behalf a collective agreement has been entered into, whether the agreement was entered into before or after the coming into force of this Act, shall do everything he is required to do and shall refrain from doing anything that he is required to refrain from doing by the provisions of the collective agreement.

Mr. Justice Cowan stated that the effect of Sec. 18 was that, assuming that the 1965 agreement was a "collective agreement" entered into by the Mine Workers Union as certified bargaining agent, it was binding on the union in question, on every employee in the unit of employees for which the Mine Workers Union was certified, and on the employer who was a party to the agreement. Consequently all the parties were bound to do everything they were required to do by the provisions of the agreement. Therefore, the deduction of an amount equivalent to union dues in the case at bar was required to be made by Sec. 18 of the Trade Union Act, and was a permissible deduction under Sec. 124(1) of the Coal Mines Regulation Act.

Mr. Justice Cowan concluded that, unless there was something in the Trade Union Act, or some rule of common law that would invalidate clause 27(c) of union security, the company was required by Sec. 18 to deduct by way of checkoff from the wages of the plaintiffs' employees the amount in question. Then, Mr. Justice Cowan added:

> Section 67 of the Trade Union Act relates only to a voluntary revocable checkoff. It seems obvious that the purpose of this section is to require the employer to comply with the authorization of employees with respect to a voluntary revocable checkoff. It does not follow, however, that an involuntary and irrevocable checkoff may not be made binding upon an employee and upon an employer, by reason of the operation of other sections of the Trade Union Act.

Validity of Union Security Clause

Another argument of the plaintiffs was that clause 27(c) of the 1965 agreement was not binding on them, by reasons of the wording of this clause and of other clauses of the 1965 agreement; also by reason that such a clause would not be binding on them at common law, and that there was no provision in the Trade Union Act that would permit such a clause to be made binding on the plaintiffs.

Mr. Justice Cowan noted that the argument based on the wording of the 1965 agreement arose from the wording of clause 34(a) of the agreement, which reads as follows:

> All provisions and terms of this Agreement are hereby mutually agreed to by and between the Coal Company and all the miners of District No. 26 and signed by the representatives of the parties hereto who have been duly authorized to execute the same on behalf of the Dominion Coal Company and on behalf of District No. 26 of the United Mine Workers of America respectively.

It was argued that the wording of clause 34(a) made the 1965 agreement binding only on "the miners of District No. 26," and that the plaintiffs, not being members of United Mine Workers of America District No. 26, were not bound by the agreement.

Mr. Justice Cowan referred to clause 25 of the 1965 agreement which provided:

> The terms of this Agreement apply to men working in and around the mines, shops and departments covered by this Agreement in accordance with Order Number 562 issued by the Labour Relations Board (Nova Scotia) dated May 19, 1959.

He held that the plaintiffs were in fact "men working in and around the mines, shops and departments covered by this agreement," and that the order 562 issued on May 19, 1959 by the Nova Scotia Labour Relations Board certified the Mine Workers Union as the bargaining agent for a bargaining unit "consisting of all the employees of the Respondent in Nova Scotia, but excluding all salaried employees of the Respondent and employees of the Respondent under the jurisdiction of the government of Canada."

On this ground Mr. Justice Cowan ruled that the 1965 agreement was entered into by the Mine Workers Union as bargaining agent for the bargaining unit referred to in the Board's order 562, and that the provisions of the 1965 agreement, including clause 27(c), applied in their terms to the plaintiffs as employees of the company who were members of the bargaining unit.

Case Law Considered

Mr. Justice Cowan noted that, in *Syndicat Catholique des Employés de Magasins, Inc. v. Compagnie Paquet Ltée.*, the issue before the courts was the validity of a clause in a collective bargaining agreement providing for compulsory checkoff of union dues from all employees, whether the employees are members of the union or not—the so-called Rand Formula (L.G. 1946, p. 123). This clause was similar to the provision contained in clause 27(c) of the agreement in the case at bar.

The trial judge had held (L.G. 1956, p. 1579) that the clause was null and void because it was not a *condition de travail* within the meaning of the relevant Quebec statutory provisions, the Professional Syndicates' Act, and the Labour Relations Act, and that it was, therefore, outside the scope of the contracting power of the union and the company when they made their collective bargaining agreement.

The French version of both statutes used the phrase *conditions de travail* while the English version in one statute referred to agreements "respecting the conditions of labour" and in another to "respecting conditions of employment." The trial judge had divided *conditions de travail* into two classes, one being a true *condition de travail* that could be inserted into the collective agreement without the individual consent of the employees, and the second type, which required such a consent.

The Supreme Court of Canada, by a majority decision (L.G. 1959, p. 286), allowed the appeal and found that the trial judge and the Court of Queen's Bench (L.G. 1958, p. 767) were wrong in rejecting the clause in question as a *condition de travail*, and that the trial judge was wrong in subdividing *conditions de travail* into two classes.

True Test

Mr. Justice Judson, in his reasons for judgment, said that "whatever the phrase may be, *conditions de travail*, 'conditions of labour' or 'conditions of employment', all three deal with the same general concept, and in one language the terminology is uniform." In his view, the true test was "its real connection with the contract of labour," and he found that the clause in question was a *condition de travail.* The Supreme Court ruled that the compulsory withholding clause was not prohibited by the law of Quebec.

Mr. Justice Cowan quoted the definition of the "collective agreement" as contained in Sec. 1(d) of the Nova Scotia Trade Union Act:

> "Collective agreement" means an agreement in writing between an employer or an employers' organization acting on behalf of an employer on the one hand, and a bargaining agent of his employees on the other hand, containing terms or conditions of employment of employees that include provisions with reference to rates of pay and hours of work.

Mr. Justice Cowan ruled that, in view of the reasoning of Mr. Justice Judson in the *Paquet* case, clause 27(c) of the 1965 agreement came within the phrase "terms or conditions of employment" contained in the definition of "collective agreement" in Sec. 1(d) of the Trade Union Act.

Mr. Justice Cowan added further:

> The 1965 Agreement is a collective agreement and, by reason of Sec. 18 of the Trade Union Act, it is binding upon the bargaining agent and the plaintiffs as employees in the unit of employees for which the bargaining agent has been certified, and the Defendant Company as the employer who has entered into the agreement. I can find nothing in the Trade Union Act which would make clause 27(c) of the 1965 Agreement invalid or unenforceable.

Mr. Justice Cowan found support for his ruling in the decision of Chief Justice McRuer, *Hill v. Canadian Pacific Railway Co.* (L.G. 1962, p. 450), who ruled that the union dues agreement was a "collective agreement" within the meaning of Sec. 2(1)(d) of the federal Industrial Relations and Disputes Investigation Act, which section contains the phrase "terms or conditions of employment" as it is used in Sec. 1(d) of the Nova Scotia Trade Union Act. Chief Justice McRuer stated:

> The provisions in the union dues agreement that employees must pay union dues whether they belong to the union or not, or be subject to the discipline of losing a preference of runs given to employees who do pay union dues, is clearly a term or condition of employment. The Brotherhood agreed to it, and by Sec. 18 of the statute, the plaintiff is bound by it while he continues in the employment of the company.

Mr. Justice Cowan also referred to the decision in *Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Engineers & Firemen v. Sloan and Canadian National Railway* (L.G. 1962, p. 956), decided under the Federal IRDI Act when Mr. Justice Casey stated:

> It is unrealistic and contrary to the economy of the Act to assume that unions must or should donate their services to non-member employees; it is in the interests of the employees that they be given a bargaining agent, and this interest implies a duty to contribute to the costs incurred by that agent in the discharge of its functions. In consequence, before declaring these provisions invalid under the Act, I would require an express prohibition or, at the very least one that necessarily implies invalidity. Since I am unable to find either, I consider that defendant's position on this point is unfounded.

Mr. Justice Cowan noted that the Ontario Labour Relations Act expressly provides that a collective agreement may include a provision such as the Rand Formula, "requiring the payment of dues or contribution to the trade union." He stated that there is no such provision in the Nova Scotia Trade Union Act, or in the federal Industrial Relations and Disputes Investigation Act. However, he concluded that the omission of such a provision from these Acts did not mean that a union security clause such as clause 27(c) of the 1965 Agreement was invalid.

Mr. Justice Cowan, in dismissing the plaintiffs' action, ruled that clause 27(c) of the 1965 agreement was valid and binding on the plaintiffs' employees and the Dominion Coal Co. Ltd., and that the company was bound to make deductions from wages of the employees in question. *Trainor et al. v. Dominion Coal Co. Ltd. et al.* (1967) 60 D.L.R. (2d) Part 2, p. 145; 66 CLLC, para. 14, 162.

Recent Regulations Under Provincial Legislation

British Columbia and Quebec have issued new minimum wage orders

Manitoba has revised the wage schedule for building construction workers in Greater Winnipeg

In British Columbia, a new general order and a revised order for the fishing industry established a minimum wage of $1.25 an hour.

In Quebec, a new order for service establishments set a general minimum of 90 cents an hour in Zone I and 80 cents in Zone II. An order for the hotel industry established a general minimum of 85 cents an hour in Zone I and 80 cents in Zone II. Both orders provided for further increases on September 1, 1967.

A new wage schedule for building construction workers in Greater Winnipeg increased most rates.

Annual and General Holidays Act

A holiday order, issued by the British Columbia Board of Industrial Relations under the Annual and General Holidays Act, provided for eight paid general holidays a year for certain employees, effective from August 1.

The first such order to be issued in British Columbia was made under the authority of a 1966 amendment, which authorized the Board to make orders providing for certain statutory holidays with pay.

It applies, with few exceptions, to all employees subject to the Act. In effect, this means all employees except farm labourers, horticultural workers, domestic servants, professional employees and professional trainess, and the following other categories of employees:

(a) employees covered by a collective agreement under the Labour Relations Act; (b) automobile, bus, heavy duty industrial equipment, mobile home, and truck salesmen; (c) employees exempted by regulation from the Male and Female Minimum Wage Acts (commercial travellers, employees of the Pacific Great Eastern Railway, Vancouver; prospectors; persons taking training as practical nurses; students enrolled in occupational training programs in public secondary schools; and handicapped employees working in specified sheltered workshops).

The eight general holidays with pay are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day

and Christmas Day. There is also provision for the substitution of another day for any of the eight holidays listed.

The general principle is that, if an employee does not work on a general holiday, he is entitled to his regular pay for the day. His wages must not be reduced by reason of his not working on a holiday if he is paid by the week or the month; and if he is paid on any other basis, he must receive the equivalent of a normal day's pay. If an employee's hours differ from day to day, or if his wages are not calculated on a time basis, his pay for a general holiday must be the equivalent of his average daily earnings, exclusive of overtime, for days worked in the four-week period immediately preceding the week in which the holiday occurs.

An employee who is not required to work on a general holiday must not be required to work on another day of that week that would normally be a day of rest, unless he is paid at his regular rate for all hours worked, plus all other wages due him for the day.

If a general holiday falls on a day that is a non-working day, he must be given a holiday with pay at some other time not later than his next annual holiday, or on termination of employment, whichever occurs first.

An employee who is required to work on a general holiday must be paid time and one half his regular rate for all hours worked and, in addition, must be given a holiday with pay at some other time not later than his next annual vacation, or on termination of employment, whichever occurs first. For purposes of this provision, "regular rate" means "the average of an employee's hourly earnings, exclusive of overtime, for hours worked in the four-week period immediately preceding the week in which the holiday occurs."

An employee is not entitled to pay for a general holiday that occurs in his first 30 days of employment.

There is also a service requirement to be met. An employee is not entitled to be paid for a general holiday on which he does not work when he is not entitled to wages for at least 15 days during the 30 calendar days immediately preceding the general holiday.

The regulations require an employer to keep records showing the following particulars in respect of each employee: Each general holiday given; the amount of pay given for work on a holiday; the date of the holiday with pay given in lieu of a general holiday that falls on a rest-day, or in substitution for one of the general holidays listed, together with the general holiday for which the same is substituted.

Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations has replaced its order for amusement places by a general minimum wage order, which applies to almost all employees not covered by other orders. It has also revised its order for the fishing industry. Both orders provide for an interim hourly rate of $1.10 effective from June 5, with provision for an increase to $1.25 an hour on November 1, 1967.

The new general order (B.C. Reg. 100/67) gazetted May 11, is the first such provincial order, and it is intended to extend minimum wage protection to groups not previously covered. It applies to all employees subject to the Male and Female Minimum Wage Acts, except employees covered by or excluded from other minimum wage orders and a few other occupational groups. These are: casual workers employed otherwise than for purposes of the employer's trade or business; artists, musicians, performers, and players; golf caddies; watchmen; motion-picture projectionists; and persons employed in a supervisory, managerial or confidential capacity, whose duties are entirely of a supervisory or managerial character.

The order for the fishing industry (B.C. Reg. 94/67) gazetted April 27, applies to all employees in the industry except persons employed in a managerial or confidential capacity who are: exempt from the Hours of Work Act; office employees, guards, fire wardens, store clerks, stockroom men, commissary men and oil station attendants in organized territory; and employees on boats or vessels.

Both orders make an exception for apprentices, part-time workers, or handicapped employees working under a special permit from the Board, all of whom must be paid the rate specified in the permit.

The overtime standard is the same in both orders, requiring the payment of one and one half the regular rate for all hours worked in excess of 8 in the day and 40 in a week, or in excess of a weekly average of 40 hours in cases where the Board has approved an agreement to average hours over a fixed period. This represents a change for employees in amusement places, as the former order required the payment of overtime after 8 hours in a day or 44 in a week, or in excess of the limits agreed upon where hours were extended with the approval of the Board.

MANITOBA

Construction Industry Wages Act

A new wage schedule, fixing minimum wages and standard weekly hours for building construction workers in Greater Winnipeg, went into force on June 1.

The schedule (Man. Reg. 50/67) again sets rates for 21 occupational categories, but there are now fewer subdivisions. Only one rate is set for construction labourers. The regular work week is 40 hours, except for four categories.

Most rates are higher than those in last year's schedule. A minimum of $3.70 an hour is set for journeymen electricians, increasing to $3.80 an hour on November 1, 1967. For journeymen plumbers, pipefitters and welders, and for millwrights, the minimum is now $3.57 an hour, increasing to $3.66 an hour on November 1, 1967.

For general construction labourers, the minimum hourly rate has been raised from $2.10 to $2.30, with provision for a further increase to $2.40 an hour on October 1. Men whose jobs are not classified are to receive $1.70 an hour instead of $1.65. These rates are again based on a regular work week of 42½ hours.

The minimum for watchmen and flagmen has been increased to $1.25 an hour. The standard work week for these employees remains 48 hours.

Students under 18 years, employed during the period May 1 to September 15, are to be paid at least $1.50 an hour. Unlike last year's schedule, the new schedule does not fix a monthly minimum for these employees, nor does it set a special rate for students over 18.

Taxicab Act

A regulation under the Manitoba Taxicab Act (Man. Reg. 40/67, gazetted May 13) increased the minimum wages of taxicab drivers in Greater Winnipeg, effective from June 1, 1967.

Under the new provisions, a driver hired by the week, and who regularly works at least nine hours a day for six days in a week, must now be paid a minimum of $55 a week, plus $1 an hour for each hour on duty in excess of 54 in a week, or 40 per cent of his gross intake for the week, whichever is greater.

A driver hired on other than a weekly basis must receive a minimum of $3 for each day on duty, with an additional $1 for each hour in excess of three hours.

ONTARIO

Hours of Work and Vacations with Pay Act

Commission salesmen were excluded from the mandatory vacation provisions of this Act by O. Reg. 165/67, gazetted on May 13.

In the regulation, a commission salesman is defined as an "employee who receives all of his remuneration in the form of commissions and bonuses based on commissions, who receives no guaranteed wages from his employer, and whose hours of work are not controlled by or cannot be verified by the employer."

QUEBEC

Minimum Wage Act

Two new minimum wage orders, Order No. 5, 1967, governing service establishments, and Order No. 8, 1967, covering the hotel trade, went into force on June 1, replacing Order No. 40, 1960, which applied to hotels, restaurants, hospitals, real estate undertakings and taxi operations.

The order for service establishments applies to: recreation and entertainment establishments; taxi undertakings; hospitals (including convalescent homes and homes for children and the aged); religious and welfare organizations; lodging houses and staff houses; and also concerns providing educational, maintenance, or protective services.

The service order does not cover the employer's wife or children; clergymen and members of a religious order; students employed in a summer camp or carrying out recreational or educational programs for children; students in approved work initiation training programs; student nurses; and employees working outside the employer's establishment whose hours are not controlled by him.

As in other orders, rates are fixed on a zone basis. Zone I applies to the Greater Montreal area, and Zone II covers the rest of the Province.

The service order sets a general minimum of 90 cents an hour for Zone I and 80 cents an hour for Zone II. On September 1, 1967 these rates are to be increased to $1 and 90 cents.

The minimum for employees under 18 is 75 cents an hour in Zone I and 70 cents in Zone II, with no provision for an increase in the fall.

Lower minimums are set for probationers during the first 60 days of their employment. The rate is 75 cents an hour in Zone I and 70 cents in Zone II. These rates are to be increased by 10 cents an hour on September 1.

The above rates are based on a regular work week of 54 hours, and time and one half the minimum rate must be paid for any additional hours worked. The only exceptions are employees paid on a fixed weekly, monthly or yearly basis who receive at least $70 a week in Zone I and $60 in Zone II.

Tips are the exclusive property of the employee, and the employer may not count them as part of wages even with the employee's consent.

If an employer requires an employee to wear a uniform, he must not make any deductions from the minimum wage for the purchase, use or upkeep of the uniform.

If an employer provides an employee with a room or meals, the maximum deductions from the minimum wage for these services are: 60 cents for a single meal; $3 a week for a room; and $15 a week for room and board.

If lodgings are provided, an employer must not deduct more than 20 per cent of the employee's minimum wage for heated accommodation, and not more than 15 per cent for unheated accommodation.

Hotel Trades

The order for hotel trades covers a hotel, restaurant, lodging house, or camping ground, as defined in the Hotels Act. It also applies to places where alcoholic beverages are sold for consumption on the premises, and establishments that sell, deliver or serve meals to be eaten elsewhere. It does not cover: an establishment connected with a religious, educational or charitable institution, a hospital or an asylum that serves only employees or inmates of the institution; an establishment maintained by a business enterprise or a public corporation for the use of its employees; or small lodging houses (those with fewer than six rooms in cities and towns, those with fewer than three rooms elsewhere) that are not required to obtain a permit under the Hotels Act. Also exempt are students employed during the school year in an approved training program, and the employer's spouse and children.

The general minimum for the hotel trade is 85 cents an hour in Zone I and 80 cents in Zone II. On September 1, 1967 the minimum is to be increased by 10 cents to 95 cents an hour in Zone I and 90 cents in Zone II. Rates for probationers during the first 60 days of their employment are the same as in the service order—75 cents an hour in Zone I and 70 cents in Zone II. These minimums are to be increased by 10 cents an hour on September 1.

For a watchman provided with free accommodation, the minimum wage is $50 a week in Zone I and $45 in Zone II.

The above rates are based on a regular work week of 54 hours, and time and one half the minimum must be paid for any additional hours worked. The only exceptions are watchmen and employees paid on a fixed weekly, monthly or yearly basis who receive at least $70 a week if in Zone I and $60 if in Zone II.

The rules with regard to tips, deductions for uniforms, and charges for room and board are similar to those in the order for the service trades.

SASKATCHEWAN

Theatres and Cinematographs Act

New regulations under the Theatres and Cinematographs Act went into force on June 1.

Among other changes, the minimum age for first- and second-class projectionists' licences was lowered by one year to 19 for a first-class licence, and 18 for a second-class licence. As before, applicants for examination for a third-class licence must be at least 18.

The minimum age for apprentices remains 17, except that the Minister of Labour no longer has discretionary authority to grant an apprentice's licence to a person 16 years of age if there is a shortage of older applicants.

Conciliation

Continued from page 498

panies) and Seafarers' International Union of Canada (L. G., July, p. 417) was fully constituted in May with the appointment of Dr. Louis Fine, Toronto, as Chairman. Dr. Fine was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee Emile Boudreau, Sept-Iles.

4. The Board of Conciliation and Investigation established in April to deal with a dispute between Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L. G., July, p. 417) was fully constituted in May with the appointment of Harold Lande, Q.C., Montreal, as Chairman. Mr. Lande was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Jean Massicotte, c.r., Montreal, and union nominee Jean-Guy Michaud, Sept-Iles.

Settlement During Board Procedure

Radio Saguenay Limitée (*CKRS and CKRS-TV*) Jonquière, Que., and National Association of Broadcast Employees and Technicians (L. G., May, p. 310).

R. J. Thomas dies at 66

R. J. Thomas, president of the United Auto Workers' union from 1939 to 1946, died on April 18 at his home in Muskegon, Mich.

Mr. Thomas was succeeded as president of the UAW by Walter Reuther in 1946. He became an assistant to Philip Murray, president of the Congress of Industrial Organizations and, after the AFL-CIO merger in 1955, an assistant to George Meany, president of the AFL-CIO, until his retirement in 1963.

By the Unemployment Insurance, Pensions and Manpower Section, Dominion Bureau of Statistics

March Claimants Total 8,000 Fewer Than February's

Claimants for unemployment insurance benefit totalled 544,000 on March 31, which was about 8,000 or 1 per cent fewer than the 552,000 reported at the end of February, and almost 46,000 or 9 per cent more than the total on March 31, 1966.

The March total of regular benefit claimants was 407,000 approximately 22,000 fewer than the February total for the same category. The month-to-month comparison of seasonal benefit claimants, however, increased by almost 15,000. There was an increase of 52,000 regular benefit claimants at the end of March compared with the figure for the same period a year ago. Seasonal benefit claimants in March 1967 decreased by approximately 6,000 compared with those of March 1966.

The month-to-month decrease in the total number of claimants can be attributed almost entirely to a decrease in male claimants, whereas the annual comparison indicates that the increase in female claimants was higher than that for males. Compared with February figures, male claimants increased by 5 per cent in New Brunswick and by 6 per cent in Quebec. In the remaining provinces, male claimants decreased in number, compared with the February total. An 11 per cent decrease of male claimants in British Columbia was the largest. The month-to-month comparison of female claimants revealed a rise of 6, 5 and 1 per cent in British Columbia, Manitoba and Ontario. There was a decrease of female claimants in the remaining provinces: Prince Edward Island first, with 14 per cent, and New Brunswick second, with 10 per cent.

Male claimants in March 1967 increased in all provinces except Prince Edward Island and Manitoba, where they decreased by 4 per cent and 11 per cent. Female claimants decreased from the total of a year ago in the Prairie provinces, with a 10 per cent reduction in Saskatchewan and 5 per cent in Alberta.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

	March 1967	*Feb. 1967*	*March 1966*	*Cumulative Data 1967 Jan. to March*	*Cumulative Data 1967 12 months ending March*
	(in thousands)				
Insured population as at month-end	—	4,708	4,498	—	—
Initial and renewal claims filed					
Total	182	170†	159	606†	1,620
Initial	134	128	121	464	1,213
Renewal	48	41	38	143	407
Claimants currently reporting to local offices	544	552	498	543*	322*
Beneficiaries (weekly average)	458	420	370	411*	239*
Weeks compensated	2,059	1,681	1,847	5,335	12,321
Benefit paid	$53,167	$43,531	$46,157	$138,080	$307,316
Average weekly benefit	$ 25.82	$ 25.89	$ 24.98	$ 25.88	$ 24.92

*Monthly Average.
†Discrepancy between totals and sub-totals is due to rounding.

Initial and Renewal Claims

A total of 182,000 initial and renewal claims were filed during March. The figures increased by 23,000 over those for March 1966, and rose by 12,000 on a month-to-month basis. Claims for March 1967 increased from the previous month's total in all provinces except Ontario, where a decrease of 4 per cent occurred. This was attributed to the decrease in the number of male claimants. In five provinces, the number of claims increased by more than 15 per cent during March: Newfoundland, 32 per cent; Nova Scotia, 19 per cent; Quebec, 18 per cent; New Brunswick, 17 per cent; and Manitoba, 16 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated to be 458,000 for March, compared with 420,000 for February and 370,000 for March 1966. Benefit payments totalled $53.2 million during March, compared with $43.5 million in February and $46.2 million in March 1966. The average weekly payment was $25.82 in March, $25.89 in February, and $24.98 in March 1966.

Nova Scotia nursing assistants given right to bargain

Nursing assistants in Nova Scotia gained the right to collective bargaining in April, after a decision by the provincial Labour Relations Board that reversed the Board's long established policy of excluding certified nursing assistants from hospital workers' bargaining units.

Donald Morrison of Halifax, speaking for the Canadian Union of Public Employees (CLC), said that the board's decision "opens the door for all other certified nursing assistants to join bargaining units with the other hospital workers". The next step for CUPE, he said, would be to obtain the same recognition for hospital office employees who are now the only non-professional hospital group denied this right.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2672

The claimant in this case applied for unemployment benefit on January 21, 1966 and reported that he had been employed as a transport driver with a Toronto transport company until the day before. He gave as the reason for losing his employment that he had been "locked out due to a possible labour dispute." He said that he was capable of, and available for work. His employer reported that he was on strike.

The claimant was a member of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers; and the employer was a member of the Motor Transport Industrial Relations Bureau of Ontario. The case arose out of a complicated labour dispute between the bureau and the union involving maintenance division and freight division employees. The claimant belonged to the freight division, and, on January 20, 1966, the union called out on strike 109 of its members who were employed in this division by one of the member companies of the bureau.

The bureau had told the union that it would consider a strike against any of its members to be a strike against all of them, and it thereupon instructed its members to begin closing down their terminals. This closing down began on January 20, and most premises were closed by January 22. On February 14, the union proclaimed that the freight division was on strike in the Southern Ontario zone; on February 17 it made a similar declaration regarding the maintenance division.

All the members of the union's freight division who applied for benefit, including the claimant, were disqualified under Sec. 63 of the Act, as of January 21. In giving his reasons for this disqualification, the insurance officer said that the evidence clearly showed that when the union called some of its members out on strike on January 20, and the employer retaliated by locking out others, a labour dispute had been going on for some time. It was immaterial, he said, whether a stoppage of work was caused by the action of the worker or by that of the employer. It was clear that the claimants had lost their employment by reason of a stoppage of work attributable to a labour dispute at the place where they were employed, and it was also clear that they had a direct interest in the outcome of the dispute. They were therefore disqualified under Sec. 63 (CUBs 85 — L. G. 1947, p. 567; 570 — L. G. 1950, p. 898; 762; 944 — L. G. 1953, p. 1522; 1142; 1419; 1514; 1606 — L. G. 1959, p. 297; 1817; 2107 and 2258).

By taking strike action, the employees of the freight division had failed to prove that there had been no participation by them or by members of their grade or class. The locking-out of union members also failed to prove no participation because the union was acting as their agent; and non-union employees had failed to prove that they were non-members of the same grade or class as the union members.

On March 13, the claimant appealed to the board of referees, and, in his notice of appeal, he said that he had been laid off by his employer on January 20 and had been told that there would be no more work until he was notified. He had applied again on January 21 and had been called back to work in the afternoon. He had called every day during the next week, but there was no work for him. At this time, he was not involved in any organizing of truck stoppage or in any picketing.

After hearing the case on April 5, the board unanimously decided that there had been a "labour dispute" between the parties between December 24, 1965 and January 16, 1966. On the latter date, the board said, the union membership had refused to ratify the conciliation board's recommendations, and had declared themselves in favour of a strike. "The making of this statement by the union was a clear indication that at any given moment a stoppage of work could result. The board's next problem is to establish when a 'stoppage of work' took place, if at all. The union called an unauthorized strike at [the company] in a number of its depots throughout Ontario on January 20, 1966.

"There was no doubt that that action was a 'stoppage of work', although it was not area-wide, and did not directly affect other factory workshops or premises in which other union members were employed. On the same day, however, union employees at [three other companies in Toronto] withdrew their labour, although in the evidence presented by the union today, this withdrawal of labour was not sanctioned by the union involved."

The board said that, according to the evidence, after this strike and withdrawal of labour began, the bureau had informed its members on the same day that, in view of the union's action and according to their agreed policy, all members of the bureau would be deemed to have been struck. All members of the bureau were therefore directed to close down, "and what is sometimes termed a 'lockout' came into existence."

The board found that the claimant had lost his employment by reason of a work stoppage attributable to a labour dispute at the premises where he was employed on January 21, and that he was "certainly directly interested in the labour dispute, in that results of the negotiations with the employer will be either of benefit or detriment to him."

The board further decided that, since the claimant was employed in a union shop, its finding would also apply to other members of his class and grade involved in the strike, and that it would be effective with regard to locals of the union in Toronto, Hamilton, Windsor and Kingston.

On May 16, Toronto Local 938 of the union appealed to the Umpire on the ground that the board's interpretation of the evidence was biased. The insurance officer denied that there was anything in the evidence to support the union's contention.

The union, in submitting further comments to the Umpire, pointed out that the Act provided that, when an insured person quitted his employment, a penalty of six weeks waiting time applied. In this

case, the employees had been "on the street" for 14 weeks. The union asked what difference there was between a man's "quitting his employment or withholding his labour"; and it argued that its members should be paid benefit for the last eight weeks of the strike.

Considerations and Conclusions.

The record clearly shows that a labour dispute existed between the employees of the claimant's grade or class and their employer. The evidence makes it clear also that the claimant and all those covered by this representative appeal lost their employment by reason of the stoppage of work which took place in consequence of that dispute. Therefore, all the aforementioned claimants were rightly disqualified by the insurance officer under Sec. 63 of the Act. As the insurance officer said, in effect, in his reasons for imposing a disqualification under that section, it is immaterial whether the stoppage of work was caused by the action of the workers or by the action of the employer (CUB 570, CUB 944 and CUB 1142).

The conditions under which a claimant can be relieved from a disqualification imposed under Sec. 63 of the Act are set out in subsec. (2) of that section; and one of the six conditions which a claimant must fulfil is that he must prove that he is not directly interested in the labour dispute. As the evidence clearly shows that the working conditions of the employees of the claimant's grade or class stood to be affected by the outcome of the aforementioned labour dispute, it must be said that they failed to prove that they were not directly interested therein.

In consequence of the above, I decide to maintain the unanimous decision of the board of referees and to disallow the union's appeal.

This decision shall apply, *mutatis mutandis* (with the necessary alterations), to the case of claimant . . ., whose appeal was heard by the Umpire in Toronto, on August 11, 1966. The claimant was present with his representative. The Commission was represented by . . . one of its solicitors.

As the claimant was one of those concerned by the decision of the board of referees on the case of (the) claimant, and as the essential facts in both cases, except for minor details, are identical, the reason given by the chairman of the board of referees for granting leave to appeal to the Umpire, viz. "if the Union has a basic right of appeal, then this claimant . . . should have the same basic right," was not a proper one. Under Sec. 72 of the Act, a claimant in person clearly does *not* have the same right of appeal as does his union, and leave to appeal in person from a unanimous decision of a board of referees ought properly to be in accordance with the provisions of Sec. 73(1) of the Act.

CUB 2673

The claimant was employed as a bar steward from 1960 to October 20, 1965, when he was laid off because, as the employer reported, he was 66 years of age and found the hours too long. His claim for benefit was allowed and benefit was paid until a spot check was made on May 11, 1966, when "because of the claimant's activities a formal investigation was requested."

The reason for the investigation was that the claimant was found to have been working in his son's grocery store for five hours a day, starting about November 17, 1965. The claimant testified that he had received no pay for this work, and that he did it "to pass the time." He also said that he had no interest in his son's business and that he controlled his own hours. He was ready to take a full-time job of a kind that he could do — at the going wage, he added. The claimant's statement was supported by a written statement by his son.

On June 9, 1966 the insurance officer disqualified the claimant from November 14, 1965 under Sec. 54 of the Act on the ground that he was engaged in employment "which is normally carried on for remuneration, and you are in a position of controlling your working hours and have not proved that you are unemployed."

On June 15 the claimant appealed his disqualification to the board of referees. He reiterated his statement that he had been, and was prepared to accept employment at light work suitable to his age and qualifications. He said that he had received no remuneration for his work at the store either in cash or in kind, adding that any work he had done there "was no more than doing a favour, and should this now be deemed 'employment' I would discontinue at once." He stated emphatically that he had had no intention of receiving money he was not entitled to, "or by false pretences."

The claimant's statement was supported by a letter from a clergyman, the rector of the claimant's church, who testified to his honesty and good character. He said that from his knowledge of the son's business he knew that it was "a struggle to make ends meet," and he was sure that the claimant had told the truth in saying that he had never received any remuneration for his work in the store.

The board unanimously upheld the decision of the insurance officer that the claimant had not proved that he was unemployed on November 14 and subsequently, in accordance with the Act. It said that although the claimant said that he had not been paid for his services, he was doing work "for which remuneration is usually received." Further, he should have reported to the insurance office the work he was doing at his son's store.

In granting leave to appeal to the Umpire, the chairman of the board said that the "case was a most difficult one to assess, and the board reached its decision in accordance with the regulations as laid down under the Act. The board's opinion was that the claimant did not have the intent to defraud or commit any act that would harm his reputation which in the community was above reproach . . ."

Considerations and Conclusions

The fact that a claimant is engaged in work that is normally carried on for remuneration merely raises a presumption that he is working under a contract of employment and hence is not unemployed. It is open to a claimant to produce evidence that he is not in fact working under such a contract, and if he does this and also proves that he meets the other requirements of the Act and Regulations, then he will qualify for benefit. This principle is contained, in substance, in the jurisprudence established by the Umpire in (another) decision. . . .

In my opinion, the instant claimant has produced more than adequate proof that he was not working under a contract of employment. It is not suggested that he was engaged in partnership or co-adventure with his son. He was merely helping his son out when he had nothing else to do.

Under these circumstances, it cannot be said that the claimant was "employed" at all, either within the meaning of paragraph (a) or (b) of Regulation 154(1).

As a consequence, I decide to allow the claimant's appeal.

CUB 2678

The claimant filed a renewal application for benefit. He declared that he had been employed as a track mobile operator at an hourly wage of $2.10, from November 1965 to January 1966, when he was laid off due to "lack of work." The employer stated that the claimant was "laid off, present orders completed."

At about the same time, the claimant completed a Farm Questionnaire, wherein he stated that he had owned a 320-acre farm since April 1965. It was situated 38 miles from the town in which he lived. The gross returns from the farm for the year 1965 were shown as $725.

The claimant stated that he did not consider farming as his main means of livelihood and that his work on the farm would not prevent him from accepting immediately suitable full-time employment, either during the summer or winter

months. He added that no one helped him in the performance of his work on the farm.

On February 8, 1966 the local office stated that, when the claimant bought his farm in April, 1965 he was on a continuing claim. He subsequently established a new initial claim, effective May 16, 1965, but his farming activities were not declared until he filed a renewal claim on February 3, 1966. On June 7, 1965 he ceased to be on claim, as he had found work.

The insurance officer notified the claimant that, on the information he had presented, it had been decided that the claimant was engaged in business on his own account as a farmer, and that he could therefore be considered unemployed only during the farming off-season, provided that during the off-season he did not work or performed so little work in connection with his farming operation that he was available for full-time employment elsewhere.

The insurance officer contended that the farming off-season began with the week in which October 1 falls and ended with the week in which March 31 next falls (Unemployment Insurance Regulation 154(1) and (3)). As long as the claimant was engaged in business on his own account as a farmer, the insurance officer continued, he was disqualified and benefit would be suspended from April 3, 1966 to May 15, 1966 inclusive, as provided by the Act. To be eligible during any other period, he maintained, the claimant must fulfil all the conditions of entitlement to benefit.

The insurance officer requested an investigation of the claimant's entitlement to benefit since the date of the purchase of his farm, and the claimant made the following statement, on April 12, 1966 to an enforcement officer of the Commission:

> I signed Postal Application for Benefit dated November 19, 1964, . . . and March 25, 1965. New Claim for Benefit dated May 16, 1965.
>
> Renewal Postal Application for Benefit dated February 3, 1966. Farm Questionnaire dated February 3, 1966. Weekly declaration [for period March 21 to June 6, 1965]. I knew I should declare earnings or employment or sale of any farm produce while on claim.
>
> During 1965, I put in 50 acres of wheat and 50 acres of barley. I commenced mid-May, 1965 and finished end of May, 1965 . . . I cultivated about 110 acres of summer fallow after I seeded. The only other work I did was about two days of fencing. There was no sale of any farm produce. While I was doing the above farm work, I would say there was only about two days that I didn't work. I didn't do any farm work during 1964. Had there been a job available during the two weeks involved, I would have readily accepted it and dropped the crop in after working hours. This is why I was declaring myself available over the two weeks concerned, (the weeks of May 16 and May 23, 1965).
>
> I didn't declare any self-employment because I did not understand I was required to do this. When I first went on claim, I didn't have the farm; and after I purchased the farm, this didn't occur to me. I didn't consider [that the] self-employment question on the weekly declaration included farming. I figured the declaration was correct when I submitted it.
>
> When I was on claim, I was looking for work. I was looking for mechanic's work in a garage or a carpenter's work — driving truck — I have a "B" licence. I was looking for pipeline work as well.
>
> I am a member of local 551 — United Electrical Radio and Machine Workers of America U.E., I have to be available to [employer] because of the union membership, and I would drop anything else I was doing and go to them. . . . The union will let us work in other work as long as it is not their line; that is, pipeline. I was not confined to pipeline work, and I would have gone to work for anybody. I was available within the 25-mile radius . . . I was available for any hours of work and I would have accepted part-time.
>
> My claimed dependant has always resided with me, and I have been her whole support while on claim.

On May 16, 1965 the claimant filed a new claim for benefit and, as previously mentioned, did not declare his farming activities. The insurance officer notified the claimant that he was disqualified and his benefit suspended (a) from April 4, 1965 to May 15 and (b) from May 16, 1965 to September 25, inclusive, as provided by section 54(1) of the Act, as he was engaged in business on his own account as a farmer. The insurance officer added: "The disqualification re: farming, with relief in farming off-season, commencing 3 April, 1966 to 15 May, 1966 remains in effect."

The claimant appealed to a board of referees on May 16, 1966, and said:

> You state that you have information that, as I own a farm, I am disqualified to receive benefits under the Unemployment Insurance Regulations. To further prove this, I did not buy the farm until April 27, 1965; but you say you overpaid me from April 4, 1965. How can this be? My employment record [proves] that farming is not my main means of livelihood . . . . You state on May 9, 1966 in a letter which I received from you that I was overpaid in the amount of $288 [that] was for the year 1965. I feel this was not just.

The insurance officer, in his submission to the board of referees, stated that, on receipt of the claimant's letter of appeal, he had amended his previous decision to show disqualification as not unemployed commencing May 2, 1965, the Sunday of the week immediately following the date on which the claimant acquired his farm. The disqualification, he said, had previously been imposed to commence with the beginning of the on-season, as the claimant had stated that his farm was purchased in April 1965, with no specific date shown. The overpayment to which the claimant referred in his letter was reduced to $162 by the amended decision, the insurance officer stated.

A board of referees heard the case in Edmonton, Alta., on June 21, 1966 and, by unanimous decision, dismissed the appeal.

Considerations and Conclusions

The question to be decided is whether the claimant's main occupation is or is not as a farmer, and this is a question of fact.

The record shows that the claimant, who is 43 years old, has devoted most of his life to farming, that he sold his farm in 1963 and moved to the town of Camrose, that in 1965 he purchased the farm in question here, and that in 1965 he put the crop in, worked summer fallow and took the crop off himself. On the face of it, it seems that the farm work referred to here requires more time than the "minor extent" contemplated under subsection (2) of Regulation 154.

From a letter from the claimant, it appears that his industrial employment history did not commence until April 22, 1964, only one year before the disqualification which gave rise to this appeal.

While I am prepared to believe the claimant when he says he could have done the farm work in his spare time, and that he would have accepted employment in any event, nevertheless it is the claimant who must prove that he is unemployed; and to do that in this case, he must first show that his main occupation in 1965 was industrial employment and not farming. With his long history of farming, and his very short history of industrial employment, I do not think the claimant could, at the time of his disqualification, prove that industrial employment, not farming was the occupation which he followed as his principal means of livelihood.

As earlier stated, we are here concerned with a pure question of fact, and I consider that there was sufficient evidence to justify the board's finding. In any event, it cannot be said that the board's unanimous decision was unreasonable.

As a consequence, I decide to disallow the . . . appeal.

Canadian Railway Office of Arbitration

Releases Decisions in Five Disputes

Five disputes were dealt with by the Canadian Railway Office of Arbitration at a hearing in Montreal on May 8. They concerned: a runaround claim by a brakeman when not called as spare assistant conductor; a claim by a conductor and crew for pay while tied up; a claim by a yardman for eight hours pay at yard-helper's rate; a claim by a yardman for eight hours pay at yard foreman's rate; and a claim by a passenger train conductor for pay at way-freight rate on certain trips.

The arbitrator allowed none of the claims.

Summaries of the five cases, Nos. 66 to 70 inclusive, follow:

CASE NO. 66

Dispute between Algoma Central Railway and the Brotherhood of Railroad Trainmen concerning a runaround claim submitted by a brakeman when he was not called for spare assistant conductor on a passenger train.

A trainman was working as conductor in pool freight service on a subdivision prior to a change of timetable. That day, when the trainman arrived at his home terminal, he was "bumped," due to a reduction of crews that accompanied the timetable change. All positions were rebulletined, in accordance with an article of the collective agreement, and the trainman was assigned as brakeman in pool freight service at the subdivision, at his home terminal.

A brakeman, a qualified conductor, held an assignment as brakeman in pool freight service on the subdivision both before and after rebulletining at the change of timetable. A senior conductor, assigned in pool freight in this subdivision, went on vacation at this time for twelve days. The vacancy was filled by a conductor who was junior to the trainman. The trainman became the senior qualified brakeman at the terminal and the brakeman became the second senior qualified brakeman.

The trainman departed on his assignment for that day, and in addition, he signed on the crew sheet for the spare job of assistant conductor required for a passenger train for the following day, which he accepted.

The brakeman, meanwhile, was called on the second day for his regular assignment as brakeman. Because the trainman was called for, and accepted, the spare run as assistant conductor instead of himself, the brakeman submitted a runaround claim for 50 miles, which the company declined to pay.

The brotherhood based the claim on some articles of the collective agreement that said that "Establishment of conductors' spare board: (a) conductors working as brakemen in either assigned or irregular service will be required for all relieving of conductors;" and "a promoted conductor will not be permitted to hold an assignment as brakeman out of his home terminal while a junior conductor is employed as conductor out of such terminal."

The company based its argument on an article that said: "The senior qualified available man at each terminal will stand first out for spare work on the subdivision to which he is assigned. When the senior man is called for a run, the next senior man will be so notified."

The company argued that at the time of the trainman's arrival at the terminal, he was displaced from his existing position as a conductor and reduced to the rank of brakeman, excepting only that another position as conductor might be available to him. Such position, it was claimed, had in fact existed on that date, but it was filled by a man, junior to the trainman, who was on the point of leaving when the trainman arrived.

The company contended that the trainman's claim to this trip could not be avoided under the provisions of the collective agreement. Had the brakeman been called in his place, undoubtedly the trainman would have claimed a runaround, the company said.

In giving his award, the arbitrator pointed out that both men had the classification of brakeman, but that the trainman was senior in that classification to the brakeman. The arbitrator said that the brotherhood's interpretation that the trainman should not take the assignment, because the junior conductor took the holiday assignment, did not apply. In this instance, the trainman did not take an assignment as brakeman. As senior qualified man, he was entitled to stand first out for spare works.

This reduces the problem to one of determining the applicability of the collective agreement.

The company's brief suggested the desirability of a ruling as to whether or not there is a mutual obligation upon the parties to the agreement to administer its provisions. For example, if in this case it had been found that the trainman was in the wrong, could the company alone be held responsible, or should the union control their members so as to prevent such an occurrence.

As this was a point not raised in the joint issue and the brotherhood did not concur in the suggestion, not being ready to present an argument on it, this suggestion must remain for future determination, if and when raised.

For the reasons given this claim was denied.

CASE NO. 67

Dispute between Algoma Central Railway and the Brotherhood of Railroad Trainmen concerning the claim of a conductor and crew for eight hours pay when tied up at a station.

A conductor and crew worked at a way-freight rate of pay from a station junction to a station, and tied up at 9:50 p.m. after

being on duty 12 hours and 25 minutes. The crew was called on the following morning and ordered to work an unscheduled train from the station to another one, and return. The crew worked for 11 hours and 25 minutes to carry out this order, and tied up at the station at 6:45 p.m.

On the third day, the crew was ordered to be at the station at 10:30 a.m. They returned to the station junction (point of departure), and went off duty at 4:40 p.m.

The crew submitted a claim for pay for the first eight-hour period that they were tied up at the first station, after 6:45 p.m. on the second day. The company declined to pay the claim.

The brotherhood based this claim upon the provisions of an article of the collective agreement, which says in part: "Trainmen tied up at any point between the initial terminal and the point for which called, which point shall be recognized as the final terminal, shall be paid . . . . "

The brotherhood argued that the station at which the crew booked their rest was not a terminal and, therefore, the claim should be paid.

The company maintained that the crew's booking of rest disrupted the schedule for their train. Hence, the schedule for their train and the next one had to be annulled and re-assigned. This re-assignment for a new trip from the station and back on the second day would make that station both the initial and final terminal on the special run.

The article of the collective agreement, quoted above, is then interpreted to show that this crew was not tied up at any point between the initial and the final terminal, which was the station. Therefore, the article does not apply.

The arbitrator disallowed the claim for these reasons.

CASE NO. 68

Dispute between Canadian National Railway Company (Mountain Region) and the Brotherhood of Railroad Trainmen concerning the claim of a yardman for eight hours at yard helper's pro rata rates.

A yardman was regularly assigned as yard helper on a 10 p.m.—6 a.m. yard assignment. After commencing work on his regular assignment one day, he was notified at approximately 10.30 p.m. that he was required to work as yard foreman on 10.30 p.m.—6.30 a.m. yard assignment.

For services performed on that day, the yardman submitted a time return claiming eight hours at yard helper's pro rata rate for the 30 minutes worked on his regular yard assignment and a further time return claiming eight hours at yard foreman's pro rata rate for the eight hours worked on the other yard assignment. The company allowed payment of these time claims on the basis of continuous service from 10.00 p.m.—6.30 a.m. at yard foreman's rates, pro rata rate for the first eight hours, and punitive rate for the remaining 30 minutes

The yardman subsequently submitted a claim for the difference between the amount originally claimed and the amount paid. The company declined to pay this claim.

The brotherhood contended that this decision violated an article of the collective agreement, which says that eight hours or less shall constitute a day's work.

The company explained that the crew office had tried to notify the yardman at his home that he would be required to fill the yard foreman vacancy. Failing to reach him, the crew office notified him of the change after he had reported for duty on his regular assignment. Immediately, he assumed the yard foreman vacancy.

Payment was allowed for this period at the yard foreman rate of pay.

The joint statement of issue contended the violation claimed concerned an article of the collective agreement that said: "Yardmen (foremen and helpers) assigned to regular shifts who are required to work in excess of eight consecutive hours, or who are required to commence work on second tour of duty within 24 hours of the starting time of the preceding shift paid for at pro rata rate, will be paid for time worked in excess of eight hours continuous service and for the second tour of duty at one and one-half times the pro rata rate."

Analyzing this provision, the company maintained it contained two provisions: one contemplating continuous service in excess of eight consecutive hours; the second dealing with the commencement of a second tour of duty after completing one tour and going off duty. If no break occurred between the periods of duty, payment for all time worked, it was claimed, would fall within the first situation.

Thus, the trainman did not go off duty and there was no period of uncompenpensated time during the change from one classification to the other.

In addition, to support their argument, the company referred to Canadian Railway Office of Arbitration Case No. 6 (L. G. 1965, p. 828), concerning a dispute between the Canadian Pacific Railway and this brotherhood over division of a single tour of duty.

For these reasons, the arbitrator found there was no violation of the claimant's rights under the agreement, and the claim was denied.

CASE NO. 69

Dispute between the Canadian National Railways (Prairie Region) and the Brotherhood of Railroad Trainmen over a yardman's claim for eight hours at yard foreman's pro-rata rate when a self-propelled crane moved cars from one track to another and unloaded them.

On July 8, 1964 a self-propelled crane moved twelve cars of gravel, two at a time, and unloaded them by means of its clam bucket. A yardman, who was first out on the spare board, claimed pay for eight hours at yard foreman's rate, on the ground that the company had violated an article of the agreement in not having yardmen to accompany the cars when they were moved from one track to an adjacent one. The company declined payment.

The union contended that the moving of the cars by the crane without yardmen violated an article of the agreement which required that "Yardmen will do all transfer, construction, maintenance of way, and work-train service exclusively within switching limits, and will be paid yard rates for such service."

The company argued that this clause was not to make work for yardmen, but was to ensure that bona fide yardmen's work was performed by none other than yardmen, and the work in question was not yardmen's work.

The brotherhood stated that the crane had switched cars, and that maintenance of way employees had thrown switches in connection with the movement; but the company said that the article did not mention switching, and on this ground it reasoned that yardmen had not got the sole right to do switching. Furthermore, the company said that the crane in this dispute had not performed switching, but had simply moved cars from one track to another and unloaded them.

The company stated that the union had attempted, during negotiations for renewal of the contract in 1961, to have a provision included that would have prescribed a "crew consist" for self-propelled machines. This request had been refused, and the company argued that this attempt on the part of the union showed it was aware that at that time no such provision existed. A conciliation board had refused to recommend acceptance of the union's demand, and the agreement had been renewed without inclusion of any provision of the kind the union wanted.

Again in November 1965 the brotherhood had demanded a provision to establish a "crew consist" on self-propelled equipment performing any switching or handling of cars. The conciliation board

had refused to accept the request, and again the agreement had been renewed without the provision.

The company quoted an award by an arbitrator in a dispute concerning the company and the Eastern yardmen's agreement, and quoted Case No. 24 of the Canadian Railway Office of Arbitration (L. G., May 1966, p. 249), both of which referred to similar disputes about self-propelled equipment, and both of which had supported the company's contention.

After careful study, the arbitrator said he was satisfied that another article of the agreement that had been quoted referred to the "crew consist" of bona fide yard crews when locomotives were used within switching limits for yard work; and that "further agreement between the parties is required, as has been sought, to enlarge the scope of that provision to include these unusual types of equipment, self-propelled machines, with their own distinctive functions, differing from that type of equipment requiring the traditional crew common to yard engines."

For these reasons the claim was denied.

CASE NO. 70

Dispute between Canadian National Railways (Prairie Region) and the Brotherhood of Railroad Trainmen over the claim of the conductor of a passenger train for pay at the way-freight rate.

On four dates in February 1966, the conductor of a passenger train that handled as express certain consignments that had originated as L.C.L. (less-than-carload) freight, claimed the way-freight rate of pay. The company paid him the passenger rate. The union contended that the company, in refusing to pay the difference between the two rates, had violated an article of the conductors' agreement.

This article and an equivalent one in the trainmen's schedule read: "Conductors will be paid way-freight rates over the full trip if they load or unload way freight or switch at three or more points, or a combination of three of both."

The union admitted that Case 790 of the Canadian Railway Board of Adjustment No. 1 (L. G. 1962, p. 1038), involving a similar changing of L.C.L. freight into express shipments, had been decided against the brotherhood, but it argued that this decision had been rendered without a statement of reasons. It suggested that the present case should be compared with Case No. 765 (L. G. 1961, p. 937), in which a decision by Prof. Bora Laskin gave explicit reasons for a contrary decision that, it was contended, involved a similar principle.

In a comprehensive explanation of the different methods of handling freight on passenger trains, the company said that when there was enough way freight to warrant it, a freight car or cars were included in a passenger train to deal with this traffic. Such cars are manned by L.C.L. freight handlers on passenger trains, and these employees are covered by a separate agreement. When a passenger train has an express car, this car is in charge of an express messenger, who is responsible for handling express traffic, and his position is covered by an agreement with another union.

The company stated that a conductor on a passenger train on which express or less-than-carload freight was loaded or unloaded en route had always been paid only the usual passenger rate of pay, since he was not required to assume any responsibility with regard to such shipments.

The company said that, owing to a decline in this kind of traffic, when way freight was on hand at a station, and way-freight service was not immediately available, the traffic was often turned over to the express department. Such consignments were forwarded as express, and while in transit were in the care of an express messenger if handled in an express car, or of a train baggageman paid an express allowance if handled in a baggage car. In either case, the express department assumed the cost of the service performed.

The arbitrator said he had found that the problem dealt with in Case No. 765 was quite different from that raised in the present case and the judgment in that case did not help him in interpreting the language of the article quoted by the parties in the present case.

It had been established, he said, that the traffic handled on the train in question on the dates mentioned had moved in an express car accompanied by an express department form, and in the care of an express messenger who was responsible for the handling of the traffic. There could be no question that the shipments were express, and not way-freight traffic.

For this claim to succeed, there would have had to be a provision in the conductors' agreement for additional payment to a passenger train conductor for assisting an express messenger or baggagemen in the loading or unloading of express traffic that had been converted from a freight consignment, and there was no such provision.

"The plain wording of the provision relied upon indicates that conductors will be paid way-freight rates over the full trip if they load or unload way freight," but there was nothing in that provision to prevent the company "from deciding, in the interest of a more efficient operation, to facilitate shipment of material commencing as L.C.L. way freight by converting it into an express shipment. Such a restriction remains a matter for possible future negotiation.

"For these reasons the contention of the brotherhood cannot be sustained."

New publication to help Ontario women

A new booklet titled, *Law and the Woman in Ontario*, issued by the Women's Bureau, Ontario Department of Labour, touches on marriage, divorce, property rights, support of children, inheritance, and laws regarding wages and hours of labour. The booklet does not give detailed legal advice, but it helps to make women acquainted with legislation that affects their rights and responsibilities. Aspects of the law that apply to both men and women are not dealt with.

The booklet was compiled as a result of many requests from individuals and from women's organizations for information on women's rights. It is available from the Women's Bureau, Ontario Department of Labour, 74 Victoria Street, Toronto 1A, Ont., price 25 cents for single copies or 20 cents each for lots of 25 or more.

Canadian work patterns outlined in DBS bulletin

"*Work Patterns of the Canadian Population, 1964*" has recently been published by the Labour Division of the Dominion Bureau of Statistics. No. 2 in the Special Labour Force Studies series, the report is "the second in a series of research studies concerned with the analysis of selected economic, social or demographic aspects of the working population in Canada."

The bulletin deals with: the annual labour force, unemployment, long-duration unemployment, full-year and part-year labour force participants, and full-time and part-time employment. The text is accompanied by 45 tables.

Copies of the publication, price 75 cents, may be obtained from the Queen's Printer or from the Dominion Bureau of Statistics.

By the Library Staff

Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*.

Accident Prevention

1. U.S. BUREAU OF LABOR STANDARDS. *Planning for Safety on the Jobsite*. Washington, GPO, 1966. Pp. 35.

2. U.S. BUREAU OF LABOR STANDARDS. *Rigging Cargo Gear*. Rev. ed. Washington, GPO, 1966. Pp. 23.

Automation

3. SHULTZ, GEORGE PRATT. *Strategies for the Displaced Worker; Confronting Economic Change* [by] George P. Shultz and Arnold R. Weber. Foreword by Clark Kerr. [1st ed.] New York, Harper & Row [1966] Pp. xvi, 221.

This book is about the tripartite Automation Committee set up by Armour and Company, Chicago, and two unions in 1959, with an impartial chairman representing the public, to find ways of helping displaced workers to relocate, retrain, be reassigned, or retire. Many workers were affected when the company closed down obsolete plants and relocated in other areas.

4. U.S. NATIONAL COMMISSION ON TECHNOLOGY, AUTOMATION AND ECONOMIC PROGRESS. *Appendix Volumes [to] Technology and the American Economy, The Report of the Commission*. Washington, GPO, 1966. 6 volumes.

Contents: v. 1. The outlook for technological change and employment. v. 2. The employment impact of technological change. v. 3. Adjusting to change.v. 4. Educational implications of technological change. v. 5. Applying technology to unmet needs. v. 6. Statements relating to the impact of technological change.

Business

5. COMMITTEE FOR ECONOMIC DEVELOPMENT. *A Better Balance in Federal Taxes on Business; A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development*. New York, 1966. Pp. 37.

6. DAVIS KEITH. *Business and its Environment* [by] Keith Davis [and] Robert L. Blomstrom. New York, McGraw-Hill, 1966. Pp. 403.

Partial contents: Business in a changing society. The managerial role. Business creeds and codes of ethics. Technology and innovation. Business and government relations. Business and consumers. Business and labor. International business.

7. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Restrictive Business Practices, Comparative Summary of Legislations in Europe and North America*. Paris, 1964. Pp. 134.

Civil Service

8. CIVIL SERVICE CLERICAL ASSOCIATION. *The Committee on the Civil Service, Lord Fulton Committee; Evidence submitted by the Civil Service Clerical Association, August 1966*. London, 1966. Pp. 29.

Economic Conditions

9. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. OFFICE OF THE CHIEF ECONOMIST. *The Economy of Ontario*. Toronto, Queen's Printer, 1966. Pp. 80.

This booklet, intended for the general reader or for secondary school students, outlines economic activities in Ontario. It touches on trade, natural resources, manufactures, and other topics.

10. PERROUX, FRANCOIS. *L'économie du XXe siècle*. 2. éd. augmentée. Paris, Presses universitaires de France, 1964. Pp. 692.

Economic Policy

11. COMMITTEE FOR ECONOMIC DEVELOPMENT. *How Low Income Countries Can Advance Their Own Growth: The Lessons of Experience; A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development, Including a Statement on Economic Development of Latin American by the Inter-American Council for Commerce and Products*. New York, 1966. Pp. 73, 57.

Contents: Basic conditions for development. Improving the conditions for enterprise. Matching human with physical resources. Making more efficient use of physical capacities. Building a stronger fiscal and monetary base for development.

12. UNITED NATIONS SEMINAR ON PLANNING TECHNIQUES, MOSCOW, 1964. *Report*. New York, United Nations, 1966. Pp. 190.

Seminar held July 8-22, 1964, organized by the United Nations in co-operation with the Government of the USSR.

Economics

13. JOHNSTON, JOHN. *Econometric Methods*. New York, McGraw-Hill, c1963. Pp. 300.

This book, intended for students, is divided into two parts: an explanation of the linear normal regression model, and of the theory of econometrics.

14. MCFARLANE, BRUCE. *Professor Irvine's Economics in Australian Labour History, 1913-1933.* Canberra, Australian Society for the Study of Labour History, 1966. Pp. 71.

A brief examination of the writings of the Australian economist. Professor R. F. Irvine (1861-1941).

15. SAMUELSON, PAUL ANTHONY. *Economics; An Introductory Analysis* [by] Paul A. Samuelson [and] Anthony Scott. Canadian ed. Toronto, McGraw-Hill Co. of Canada, 1966. Pp. 902.

This Canadian edition of Professor Samuelson's well-known textbook has been adapted for Canadian use.

Executives

16. HARVARD BUSINESS REVIEW. *Skills That Build Executive Success.* [Boston, c1954-1964] Pp. 121.

Partial contents: The knowledge of an executive. Skills of an effective administrator. Understanding leadership. Developing decision makers. Managing for business effectiveness [by] Peter F. Drucker. How to stay on top of the job.

17. LOPEZ, FELIX M. *Evaluating Executive Decision-Making; the In-Basket Technique.* New York, American Management Association, 1966. Pp. 159.

This study is concerned with a management game, the "in-basket", which can be used as a training method, a research instrument, and as a selection test. In the "in-basket" exercise, the participant is supplied with background information and with material such as memos, letters, etc., that might be found in an executive's in-basket, and is asked to make decisions on each problem.

18. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Changing Role of the International Executive*, by Enid Baird Lovell. New York, c1966. Pp. 254.

A study of the management role of senior international executives in United States companies which maintain overseas operations. It shows how the assignment and delegation of authority of the international executive is tied in with the overall corporate management structure. Includes case studies and company organization charts.

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Top Executive Compensation*, by Harland Fox. New York, 1966. Pp. 77.

An analysis of the 1965 compensation of the three highest paid executives in each of 1,304 corporations in manufacturing, retail trade, gas and electric utilities, commercial banking, life insurance, and fire, marine, and casualty insurance.

Human Relations

20. IVENS, MICHAEL WILLIAM, Ed. *Case Studies in Human Relations, Productivity and Organization.* Edited by Michael Ivens [and] Frank Broadway. London, Business Publications, 1966. Pp. 380.

Eighty-nine case studies cover such subjects as personnel management, labour relations, staff selection, conditions of employment, communications, staff training, and, productivity and productivity agreements.

21. SAYLES, LEONARD ROBERT. *Human Behavior in Organizations* [by] Leonard R. Sayles [and] George Strauss. Englewood Cliffs, N.J., Prentice-Hall, 1966. Pp. xii, 500.

This book examines the interrelationships between individuals, jobs and groups. It discusses such matters as job satisfaction, automation, and white-collar work, work groups, motivation, delegation of responsibilities, employment management, interviewing, discipline, etc. Includes examples of actual work situations.

Income

22. BARLOW, ROBIN. *Economic Behavior of the Affluent* [by] Robin Barlow, Harvey E. Brazer [and] James N. Morgan. Washington, Brookings Institution, 1966. Pp. 285.

"[This] study was made as part of the program of The University of Michigan Survey Research Center."

The authors, members of the Faculty of Economics of the University of Michigan, report the results of a field survey, conducted in 1964, of the investments and working behavior of 947 individuals with annual incomes of $10,000 or more. These individuals also answered questions on estate planning, charitable donations, information sources used by investors, motives for saving, delegation of investment decisions, and other matters.

23. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Non-Wage Incomes and Prices Policy; Trade Union Policy and Experience; Background Report for Trade Union Seminar.* Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1966. Pp. 191.

Papers for a Trade Union Seminar; Supplement to the Report. Paris, 1965. Pp. 159.

The Trade Union Seminar on Non-Wage Incomes and Prices Policy was not held. Instead, there was a meeting of rapporteurs whose papers are presented in the Supplement to the Report. The background report was prepared by Derek Robinson.

Industrial Relations

24. INTERNATIONAL CONFERENCE ON INDUSTRIAL RELATIONS, TOKYO, 1965. *The Changing Patterns of Industrial Relations; Proceedings.* Tokyo, Japan, Institute of Labour [1966?] Pp. 335.

Conference sponsored by Japan Institute of Labour and held February 1-5, 1965 in Tokyo.

This was the first industrial relations conference to be held in the Far East. Participants from United States, Great Britain, Germany, and Japan discussed industrial relations in their respective countries and related topics such as labour legislation, government and industrial relations, and industrial disputes.

25. WARNER, KENNETH OREN, Ed. *Developments in Public Employee Relations: Legislative, Judicial, Administrative.* Chicago, Public Personnel Association, 1965. Pp. 170.

All except two of the papers were presented at the Institute on Management-Employee Relations in the Public Service held in Chicago in 1964 and sponsored by the International City Managers' Association and the Public Personnel Association.

Partial contents: Employee attitudes toward work, management, and unions. Nature and purpose of management communication. Management's right to manage. Development of written employee relations policies. Before collective bargaining begins. Techniques of negotiation. Employee grievance procedures. Organizing management for employee relations. Legal aspects of collective bargaining in public employment.

Labour Laws And Legislation

26. INTERNATIONAL LABOUR CONFERENCE. *Conventions and Recommendations adopted by the International Labour Conference, 1919-1966.* Geneva, International Labour Office, 1966. Pp. 1176.

At head of title: International Labour Organization.

"The texts contained in this volume are reprinted from the authentic texts of the Convention and Recommendations adopted by the International Labour Conference in the course of the 50 sessions which have been held from 1919 to 1966."

Contains 126 Conventions and 127 Recommendations adopted by the Conference in its 50 sessions. On July 1st, 1966, 106 Conventions had received the number of ratifications necessary to bring them into force and a total of 3,175 ratifications had been registered.

27. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the Kingdom of Libya.* Washington, GPO, 1966. Pp. 50.

28. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *A Guide to Child-Labor Provisions of the Fair Labor Standards Act.* [Revised Washington, GPO] 1966. Pp. 30.

29. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Handy Reference Guide to the Fair Labor Standards Act.* Washington, GPO, 1966. Pp. 13.

Labouring Classes

30. DARTNELL CORPORATION. *How Business prepares Employees for Retirement.* by Marilyn French, editor, Dartnell Management Service. Chicago, c1964. Pp. 230.

Of 284 companies surveyed, 80 firms had programs to help employees prepare for retirement. Firms give reasons for having, or not having, retirement plans and various plans are described.

31. MASTERS, STANLEY HINMAN. *The Behavior of Output per Man During Recessions, a Study of Underemployment.* Ann Arbor, Mich., University Microfilms, 1966. Pp. 180.

Thesis (Ph.D.)—Princeton University, 1966. "This 'O-P Book' is an authorized reprint of the original edition, produced by Microfilm-xerography by University Microfilms, inc., Ann Arbor, Michigan, 1966."

The author defines "underemployment" as "declines in output per man which accompany short-term declines in aggregate demand and output."

32. RAWSON, D. W. *Labor Parties and Trade Unions.* [Melbourne, University of Melbourne, A.L.P. Club, 1964?]

At head of title: Chifley memorial lecture 1964.

33. U.S. BUREAU OF LABOR STANDARDS. *Workmen's Compensation; the Administrative Organization and Cost of Administration.* Washington, GPO, 1966. Pp. 142.

A study of the organization and administrative practices of State workmen's compensation agencies and methods of financing the cost of administration of workmen's compensation laws.

34. U.S. BUREAU OF LABOR STATISTICS. *Digest of 100 Selected Health and Insurance Plans under Collective Bargaining, Early 1966,* Washington, GPO, 1966. Pp. 152.

35. WARD (JOSEPH B.) AND ASSOCIATES (INT'L) LTD. *An Assessment of the Skilled Manpower Requirements of the Mechanical Construction Industry of British Columbia, 1970.* [by] Joseph B. Ward and Associates (Int'l) Ltd. and John de Wolf. Vancouver, 1965. Pp. xv, 100.

Study commissioned by the Trustees of the Journeymen Training and Industry Promotion Fund which is sponsored by the Mechanical Industrial Relations Associations and Local Union 170 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry.

"This study was commissioned to determine whether a shortage of skilled manpower will be faced by the mechanical construction industry of British Columbia at 1970; how serious the proportions of any shortage would be likely to become; and what measures, if any, could be recommended to prevent any manpower gap." The scope of the mechanical construction industry includes companies engaged in heating, sanitation, oil burning, gasfitting, stoker installations, and all pipefitting installation for the conveying of liquids and air. There are five basic crafts or trades within the mechanical construction industry: plumbers, pipefitters, steamfitters, welders and sprinkler fitters.

Prices

36. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs, Prices and Profits in the Brewing Industry.* London, HMSO, 1966. Pp. 15.

37. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Inflation and the Price Indexes,* by Martin R. Gainsbrugh and Jules Backman. New York, 1966. Pp. 129.

"Submitted to the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States."

This study was prepared for the NICB under a grant from the Life Insurance Association of America.

An examination of the three indexes most frequently used to measure the extent of price inflation: (1) the wholesale price index, (2) the consumer price index, and (3) the implicit price index.

38. U.S. BUREAU OF LABOR STATISTICS. *Price Trends, March 1966.* Pp. 49.

Contains charts and tables useful for evaluating current price trends.

Professional Workers

39. GREAT BRITAIN. WORKING GROUP ON MANPOWER PARAMETERS FOR SCIENTIFIC GROWTH. *Interim Report.* London, HMSO, 1966. Pp. 38.

At head of title: Committee on Manpower Resources for Science and Technology.

The Working Group was requested to determine "whether there was any imbalance in the employment of qualified engineering, technological and scientific manpower. Are Universities, Research Councils and Government laboratories employing men and women with honours degrees, and higher degrees, on a scale that has worked to the detriment of industry and school teaching? If so, what steps can be taken to correct such an imbalance?"

40. U.S. NATIONAL SCIENCE FOUNDATION. *American Science Manpower, 1964; A Report of the National Register of Scientific and Technical Personnel.* Washington, GPO, 1967. Pp. 219.

Public Administration

41. GELLHORN, WALTER. *Ombudsmen and Others; Citizens' Protectors in Nine Countries.* Cambridge, Harvard University Press, 1966. Pp. 448.

The author, Betts Professor of Law at Columbia University, writes about the position of ombudsmen in New Zealand, Denmark, Finland, Norway, and Sweden, and the position of citizens' protectors in Japan, Poland, Russia and Yugoslavia. This book deals with ways of reducing conflicts between the individual citizen and Government administrators.

42. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Handbook of Training in the Public Service.* New York, United Nations, 1966. Pp. 307.

At head of title: Department of Economic and Social Affairs. Public Administration Branch.

Handbook, prepared by Joseph R. Starr, is a development from the 1961 UN publication, "*A Handbook of Public Administration: Current Concepts and Practice with Special Reference to Developing Countries.*"

Wages And Hours

43. BEHMAN, SARA ATANASOFF. *Wage Determination in a Cyclical Setting.* Ann Arbor, Mich, University Microfilms, 1967. Pp. 251.

Thesis (Ph.D.)—University of California, Berkeley, 1966. "This 'O-P Book' is an authorized reprint of the original edition, produced by Microfilm-xerography by University Microfilms, Ann Arbor, Michigan, 1967."

44. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Salary and Wage Rate Survey, British Columbia; a Study of Salary and Wage Rates in Selected Clerical. Professional and Trade Occupations in Business. Industrial and Service Establishments in Four Regions: Metropolitan Vancouver, Metropolitan Victoria, Selected Southern Interior Centres, Selected Northern Centres.* Victoria, 1966. Pp. 32.

45. GREAT BRITAIN. COMMITTEE OF INQUIRY . . . INTO THE WAGES STRUCTURE AND LEVEL OF PAY FOR DOCK WORKERS. *Report.* London, HMSO, 1966. Pp. 19.

46. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay and Conditions of Busmen.* London, HMSO, 1966. Pp. 38.

47. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay of Industrial Civil Servants.* London, HMSO, 1966. Pp. 29.

The British government employs about 235,000 industrial workers in establishments such as armament factories, naval dockyards, storage depots, or engaged in engineering, shipbuilding, building and in vehicle maintenance and repair, etc. The Board was asked to examine the system of determining wage rates in the industrial civil service.

48. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Wages in the Bakery Industry.* London, HMSO, 1966. Pp. 26.

49. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Compensating Field Sales Representatives,* by David A. Weeks. New York, 1966. Pp. 70.

"Describes and analyzes the compensation plans used by 665 manufactures to get better selling results from their field salesmen." Information is given for 21 separate product groupings, on starting pay for sales trainees and on turnover rates among the sales forces.

50. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-66. Based on the 1957 Standard Industrial Classification, As Amended by the 1963 Supplement.* Washington, GPO, 1966. Pp. . . 788.

51. U.S. BUREAU OF LABOR STATISTICS. *Premium Pay Provisions for Weekend Work in Seven Countinuous-Process Industries, 1966.* Washington, GPO, 1966. Pp. 15.

52. ZAIDI, MAHMOOD AHMED. *The Determinants of Wage Rate Changes in Canada: an Empirical Study.* Ann Arbor, Mich., University Microfilms, 1967. Pp. 191.

Thesis (Ph.D.)—University of California, Berkeley, 1966. "This 'O-P Book' is an authorized reprint of the original edition, produced by Microfilm-xerography by University Microfilms, Ann Arbor, Michigan, 1967."

Women

53. DAWSON, MADGE. *Graduate and Married; A Report on a Survey of One Thousand and Seventy Married Women Graduates of the University of Sydney.* With a preface by Norman McKenzie. Edited and prepared for press by John Rorke. Sydney, Dept. of Adult Education, University of Sydney, 1965. Pp. 233.

Contents: Age and family background. Education. Marriage and family. Religion. Politics. Community participation. Paid employment. The working women. The women who were not working. What would help (to facilitate the return to work of married women).

54. GINZBERG, ELI. *Life Styles of Educated Women* [by] Eli Ginzberg [director] with Ivar E. Berg [and other staff members of the Conservation of Human Resources Project] New York, Columbia University Press, 1966. Pp. 224.

The Conservation of Human Resources Project at Columbia University made a study of educated women (with graduate degrees). Based on replies to a questionnaire from 311 women, this study examines the characteristics of the respondents, their family background, education, their decisions regarding their family and work, and the types of accommodations they made in order to pursue a career or remain at home. There is a chapter examining the role of work in the lives of women, with respect to occupational choice and career development.

55. ONTARIO. WOMEN'S BUREAU. *A Report of Ontario Employers' Policies and Practices for Women Employees: Part-Time Work, Age Preferences, Job Preferences, Opportunities in Management, Maternity Leave Practices.* Toronto, 1966. Pp. 18.

Miscellaneous

56. GREAT BRITAIN. WORKING PARTY ON THE PROBLEMS ARISING FROM THE CYCLICAL PATTERN OF MACHINE TOOL ORDERS. *Report.* London, HMSO, 1966. Pp. 35.

The Working Party considered the problem that faces machine tool manufacturers who must forecast future demands for their products and plan for increases in the capacity of their plants.

57. ROGERS, IAN MACFEE. *Municipal Councillors' Handbook.* With a foreword by Lorne R. Cumming. Toronto, Carswell, 1965. Pp. 101.

Contents: The municipal corporation. Incorporation. Annexation and Amalgamation. Effect of incorporation, change of status and alterration of teritory. Elections. Council members. The municipal council. Meetings of Council. Municipal Officers. Municipal powers. Municipal by-laws. Revenues and rating. Borrowing. Trade and business regulation. Zoning and building construction. Other local authorities.

58. UNITED NATIONS. CENTRE FOR INDUSTRIAL DEVELOPMENT. *Industrial Estates: Policies, Plans and Progress; a Comparative Analysis of International Experience.* New York, 1966. Pp. 59.

At head of title: Department of Economic and Social Affairs.

This study is concerned with objectives, policies and methods relating to the establishment, operation and development of industrial estates. The term "industrial estate" is used "to designate a planned clustering of industrial enterprises, offering developed sites, pre-built factory accommodation and provision of services and facilities to the occupants."

59. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Population Structure in European Countries; Tables and Pyramids showing the Distribution of Population by Sex, Age and Marital Status.* New York, United Nations, 1966. Pp. 115.

Text in English, French and Russian.

CMA Meeting

Continued from page 471

settlements imposed arbitrarily by a third party, and no one had yet proposed an alternative system more compatible with the democratic, private enterprise environment of Canada.

Much of the wholesale condemnation of the free collective bargaining system, he said, arose from those who sought a confortable, neat and tidy method of settling negotiable matters. "There still are places in the world where such matters are settled neatly—but only for those in positions of economic or political power—and I'm sure no one in this room would like to raise their families in that environment."

The Minister said that Canada was rushing into a new era where she would see a veritable revolution in the composition of her labour force. "In addition, we are now witnessing a huge influx of youth with more education, with new and different values, with no inhibiting history of unemployment and depression, with none of the historic disciplines of war, and with a multiplicity of job alternatives arising out of the increase in labour mobility."

There was every indication, Mr. Nicholson said, that unionization would continue to escalate rapidly. "It will embrace a whole new profile of membership—white collar and professional—and produce all sorts of new demands, much of it associated with increased education and increased leisure time."

He believed that the whole climate surrounding negotiated settlements must change "from the old, essentially primitive 'combat' approach to a more mature and reasoned 'problem-solving' approach," and he urged management to "seize the initiative" without delay.

"I firmly believe that the leaders of management, as well as labour, have no responsible choice left but to lead in the encouragement of this new environment."

ROSS MUNRO

Ross Munro, publisher of *The Canadian*, Toronto, whose subject was "The Impact of Negotiated Settlements on the Public," argued that the whole system of collective bargaining was open to question, "and is being questioned in the public mind."

The basic concern of the public today was the way prices were increasing, and many Canadians were finding it difficult to maintain incomes that would meet these rising costs, he said.

"In the past few years, a good many negotiated settlements where labour has pushed exceedingly hard for major increases, and management has felt itself compelled to yield, have increased the public discontent." The net result was a further increase in cost to the public, he said. Union wages in many cases move ahead, but "there remains a very large group of wage-earners who don't want to be organized and never will."

The public mood is rapidly becoming inflamed at price spirals, the speaker said, and their consumer boycotts are only the beginning. "We are going to witness more serious consumer rebellions unless the inflationary surges affecting prices are brought into some reasonable alignment."

Mr. Munro does not believe that governmental controls are the answer. The real problem goes much deeper, and "is impaled in large degree by our traditional industrial relations system, where unions go for broke, where management all too frequently compromises, where the ultimate weapons are strike or lockout, and the public takes a licking . . ."

Mr. Munro was critical of some of the settlements imposed by the federal Government and cited as an example the Seaway workers' settlement (L.G., Aug. 1966, p. 430).

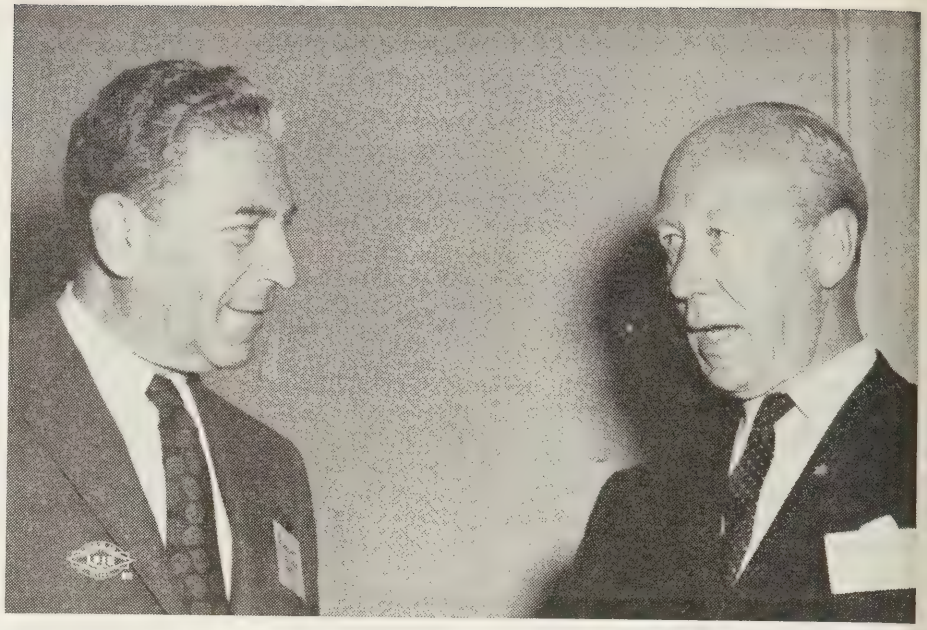
"Government intervention in railway disputes and others has usually produced a certain sigh of relief that public inconvenience has been ended, but when one counts the cost one wonders whether the public welfare has been properly protected and the real rights of the public served.

"The organization of the federal public service," the speaker thought, was "causing some apprehension among the taxpayers—the public. The civil service should not be segregated without some rights to bargain as other workers, but the cost of government already is so fantastic that major disurbances in this field are going to meet with little sympathy from the general public."

Another area of public concern, he said, "is the campaign now underway for certain international unions, such as the auto workers and the steelworkers, to achieve wage parity with their American brothers." Although the economic factors that mitigate against parity should be clear, he said, "big unions are going to hit this hard, and it could bring to a head the growing disenchantment on the part of the public, including thousands of union members who can't stomach a further thrust on prices."

Mr. Munro believed that collective bargaining in the final analysis was the most important part of our system of industrial relations, but he questioned whether it was the right one for our modern industrial society. "There is something archaic in this system . . . The time has come where a better form of industrial relations should be developed".

He concluded by saying that the whole question of strike and lockout should be re-examined. "Compulsory arbitration is not the answer, and I don't know what it is. But I do know that there is a highly restive Canadian public wondering if the public interest could not be better served by a system of industrial relations more suited to these times."



Management and labour meet socially. Left to right: Francois E. Cleyn, Cleyn and Tinker Limited, Huntingdon, Que.; W. Ladyman, International Brotherhood of Electrical Workers, Toronto

— Richard Mathews Photos

WILLIAM LADYMAN

William Ladyman, International Vice-President, International Brotherhood of Electrical Workers, Toronto, told the manufacturers that collective bargaining "has been and still remains a bulwark, a protection, a defensive mechanism of the private enterprise system." If collective bargaining is modified and weakened, he said, the forces of private enterprise will also be fighting a losing battle.

"Collective bargaining is a power relationship between organizations, between company spokesmen and union spokesmen. And it does not properly exist unless the union has the ultimate right to resort to force, and management, too, has the ultimate right to refuse workers employment."

Mr. Ladyman said the amount of time lost through strikes and lockouts was a very small percentage of our Gross National Product. "That lost time is but a tiny fraction of the time lost through sickness resulting in absences, or from deaths and injuries of the working force whether at work or at play." He believed that the vast majority of the collective relationships in the private enterprise field provided an avenue for the orderly and peaceful resolution of differences through compromise, agreement, and co-operation.

"Where you find accusations, name-calling, bargaining in the news columns, and high-blood-pressurising emotional outbursts, you find the people responsible are the amateurs, the immature, the unsophisticated—all practitioners of a type of unskilled collective bargaining that is rapidly becoming obsolete."

Mr. Ladyman told his audience that the collective bargaining contract established a body of law, and the union provided the police force for the protection and extension of employees' rights on the job. Admitting that it had its defects, he maintained that it gave employees a sense of satisfaction, a feeling that they have "pushed" the employers just about as far as they can at any one point in time. "In this sense, collective bargaining provides very solid support and aid for our system of democratic capitalism."

Mr. Ladyman pointed out that both labour and management had quite a task to keep collective bargaining where it belonged. He said that many people on both sides of the bargaining table expected collective bargaining to accomplish much more than settle wages and working conditions. "We must not expect collective bargaining to solve national or global economic and social problems."

Turning to the Rand Royal Commission appointed by the Ontario Government, he said that Commissioner Ivan C. Rand had been receiving submissions from trade unions, union members and employer groups, with the recurring cry that "it is absolutely necessary to ensure that the rights of the general public, as well as those of employees and employers are safeguarded."

He said that only when war threatened or natural disasters struck should the "security and safety of the public" be invoked. He averred that this phrase should not be used as a red herring to destroy the proper interplay of true collective bargaining. "Support compulsory arbitration, put crimps in conciliation and strike machinery, and you hasten the end of private enterprise," he said. "Every time your members urge the Government to take some action that is properly outside the jurisdiction or function of this association, you are helping to build up the authority of the state to the detriment of our free economy."

He drew the CMA's attention to Bill C-170, and the new area of public service staff relations that came in with it. He said that it would take about two years to define bargaining units, and they would generally correspond with the classification structure of the Civil Service Commission. The interests of the employer would be represented by the Treasury Board.

"The dispute settlement provisions are of the greatest importance, because when notifying the employer of intention to bargain, the union or organization has to choose between one of two dispute settlement options. One option is binding arbitration. The second—through conciliation—to the right to strike, except for those employees deemed necessary in the interests of the safety or security of the public."

Mr. Ladyman said that much would depend upon the proportion of public employees who chose compulsory arbitration instead of conciliation service to be followed by strike action; and much would also depend upon the attitude of the Treasury Board and their superiors, the Cabinet and the "party philosophers."

"Much will depend also upon private industry. If you embark upon good wage and salary policies you will keep the most talented and best-qualified men working for private enterprise. If you do not, the number and the influence of the public service will increase. If the public service can pay salaries equivalent to private enterprise and still give security of employment, you will lose many of your best men to the state."

Collective bargaining had been valuable in maintaining a high degree of industrial peace, the speaker said. "The impact of the organization of the public service cannot be clearly seen as yet, but if it develops heavily on the side of compulsory arbitration, it cannot help in the long run but affect traditional collective bargaining. I suggest to you that an attack on the freedom of a worker to withdraw his labour is also an attack upon the freedom of an employer to open or close his plant."

He urged the manufacturers to re-examine the true purposes of their association. "I ask you to desist from your running battle with unions, lest we both fail to recognize that the even greater force and development of state corporatism can and may outstrip us both."

R. B. MacPHERSON

"Since the beginning of 1965, average wage and salary increases amount to 6.4 per cent per annum," R. B. MacPherson told the delegates. "This compares with the comparable figure of 5.6 per cent for the United States. In fact, average hourly earnings in manufacturing in this country, now amounting to $2.25 per hour, are over four times greater than the 50 cents per hour paid to workers in Japan, which is rapidly emerging as a major competitor to employment and production in this country."

Mr. MacPherson said that wage settlements during the past two years were far in excess of the growth in productivity during that period. "What is even more alarming is the fact that there was no increase in productivity in the non-agricultural sector of industry in 1966," he said. "The effects of rising wages and disappointing productivity mean higher unit costs which can only result in a serious deterioration in the rate of economic growth."

He pointed out that the pressures at the bargaining table had been intensified by the changes that had taken place in the distribution of gross national expenditures since 1960. The purchasing power of the average consumer had shown a definite upward trend over the years, but consumer expenditures had tended to account for a declining percentage of the Gross National Product. There were two reasons for this: large capital outlays were necessary to develop resources and provide new plant capacity, and the Government was taking a larger share of the GNP through sales tax, income taxes and other levies. Another factor was that people had been conditioned to expect great benefits from advances in technology, "but when the improvement in living standards falls below expectations, dissatisfaction sets in, and the resentment manifests itself by increased pressures at the bargaining table."

Mr. MacPherson stated that Government employees had been in the vanguard in obtaining pay increases. "The average level of remuneration in government today, amounting to $5,900 per person,

is substantially higher than the comparable figure of $4,500 in manufacturing, and $3,500 for services," he said. "In fact, the one group that has been largely successful in achieving wage parity with the United States has been government employees." He added that government "does not have to face the cold, hard facts of competition either internally or externally."

Although the level of productivity in Canada compared favourably with that of most countries except the United States, he stated that the trend for more than a decade had been extremely disappointing. "Excluding agriculture, the trend of productivity in Canada has averaged 1.3 per cent during the past decade, but failed to advance last year." He said that the slowdown in productivity became even more sobering when compared with the increase in employee remuneration during the past two years.

"Average wages and salaries advances, amounting to 13 per cent for the past two years, are 7.5 times greater than the increase in productivity during the same period," he said. "The result, of course, has been higher costs of production. In fact the gap in the unit costs of production between Canada and the United States has widened alarmingly since the beginning of 1965." This not only added to inflationary pressure, but made Canadian industry more vulnerable to foreign competition both at home and abroad.

"The change in the rate of increase in productivity in the great majority of cases is not the result of more or less effort expended by labour. Productivity under today's conditions is the function of the level of demand, modern technology, and the type of industry, whether it is of low or high productivity," the speaker pointed out.

The rate of improvement in productivity reflected major economic policies, and the level and direction of new capital investment, and it was "significant that Canadian investment in the goods-producing industries has compared not unfavourably with the relative proportions of GNP devoted to this purpose in other countries."

Labour's attempts to improve its position by successive rounds of wage increases had resulted in higher costs and prices, which in turn had adversely affected the competitive position of many manufacturing industries at home and abroad.

"Labour's demands exceed the increases in productivity not only of labour itself, but of the contribution made by all of the other sectors of production," he said. "Both the cost of Government and the cost of workers have been increasing faster in Canada than in the United States and many other countries, with the result that our competitive situation, beginning in 1965, has deteriorated very seriously."

The speaker believed that further wage increases or higher taxes could not help but accelerate this trend, with the inevitable adverse effect on employment opportunities. He expressed the opinion that the situation would be made even more difficult by the Kennedy Round of tariff reductions.

Mr. MacPherson commented briefly on wage parity with the United States. "We are already in a position where the wage differential between the two countries is in line with the productivity gap," he said. "To narrow the wage gap without reducing the productivity gap would shift production to the U.S."

He believed that it was as much in the interest of the worker as it was in that of other groups to accept a slowing down in wage rates until productive capacity had been expanded, in order to restrain price increases and thus conserve the buying ability of the individual's savings. But he commented that "the sound solutions for all are the ones usually rejected."

He rejected the popular suggestion that wages should be tied to productivity. "This admittedly would have the merit of bringing about some restraint in wage increases, but it overlooks the inescapable fact that if we are to have a growing economy, a larger share of the improvement in productivity must go to the investor and the consumer."

Mr. MacPherson made the following suggestions for a voluntary stabilization program:

First, there should be a halt to total government expenditures until the non-defence outlays of governments in Canada, expressed as a percentage of GNP, decline to the American level.

Secondly, as the difference in wage rates between Canada and the United States roughly approximates the difference in output per worker, the increase in employee remuneration in Canada should not exceed the rate of increase in wages paid by competitive industry in the United States.

Thirdly, these concessions to the national welfare by government and labour should be matched by industry's agreeing to limit any increase in prices to the trend exhibited by the United States.

"I believe," the speaker said, "some such voluntary scheme must soon be forthcoming and [must be] adopted by government, labour and management, if this country is to avoid the very worst of all possible situations—that is, rising costs and prices accompanied by a declining production and employment."

TOM KENT

"Science and industry have freed us from back-breaking toil," said Tom Kent, Deputy Minister of Manpower and Immigration, another speaker at the industrial relations conference, "but they impose on us enormously greater emotional and mental demands." He explained that the aim of the Government's manpower policies was to help to adjust to changing employment.

The fundamental service undertaken by his department was job counselling, he said. "For this purpose we must have in every community a Manpower Centre that people can turn to for information, advice and assistance about employment . . [The essence of the department's responsibility] is to advise people how to improve their chances in the competitive, changing world of work."

The federal program of Occupational Training for Adults now enabled the manpower counsellor to offer workers suitable training when their present employment opportunities were poor, Mr. Kent said. "Retraining need not necessarily wait until the worker actually becomes unemployed. We will buy training whenever there is clear evidence that it will have a good benefit in improving the worker's productivity in an occupation that is in demand."

The training will be purchased from the existing public training facilities and some private trade schools, and when industry provides classroom-type training, teaching its employees occupational skills that could otherwise be taught in public institutions, the Government is now able to make a contract to cover much of the firm's cost, the speaker said. "We cannot expect industry to do enough of this occupational training unless Government helps to pay for it."

Regarding immigration, he said that his department was in the process of devising new selection criteria and procedures to adapt immigration to national manpower needs "more efficiently and more humanely" than before. Although "our affluent society offers few opportunities for the unskilled," this did not mean that only highly qualified immigrants should be accepted.

"Some of the most exciting things we are doing are not in the field of policy as such, but—what is far more difficult—in structuring an organization that will bring manpower policies effectively and efficiently home to people, that will practicably serve the needs of industry," Mr. Kent concluded. "To that end, we are making our organization more decentralized than any government department has ever been before. We are using concepts of program budgeting and cost-benefit analysis that are more familiar to

you in industry than they have hitherto been in the public service.

"If we succeed, we will have done something new in Government. . . . We have a great deal to learn, and whether we succeed is going to depend very largely on whether our efforts earn your sympathy and co-operation."

D. O. DAVIS

"The capacities of the average human being for creativity, for growth, for collaboration, for productivity are far greater than we have yet recognized," said D. O. Davis, Vice-President, Engineering, Dominion Foundries and Steel, Ltd., Hamilton. We have not learned enough about the utilization of talent, and "we are a long way from realizing the potential represented by the human resources we now recruit into industry."

Smaller industries place more emphasis on specialized training in the schools. "Since smaller companies do not have employee development programs, they have been relying on the schools to give this training to their employees."

Anticipating the future, Mr. Davis said that by 1977, business and industry would demand more highly educated people to staff their organizations. He thought that the kinds of educational backgrounds demanded might be: 10 per cent, less than secondary school graduation; 50 per cent, secondary school only; 30 per cent, post-secondary school, i.e., two- or three-year courses in Ontario's Community College program; and 10 per cent, university graduation. "It is certainly industry's responsibility to spell out its needs, and education's responsibility to meet these needs," he said.

To meet industrial hiring requirements in 1977, the high school population should perhaps be made up of 50 per cent in business and occupational programs, 30 per cent in "pre-community college" type programs and 20 per cent in university preparatory programs.

When an industry undertakes the development of a new product, it usually makes a very scientific and thorough approach, Mr. Davis said. "The opposite to this sound approach is to not properly evaluate the huge sums of money spent on educational facilities and programs—the primary means of developing our human resources."

Mr. Davis said many persons gifted with their hands were not equal to the basically academic nature of education in secondary schools, and a way must be found to prepare these young people with programs of "Education for Employment." He urged the CMA to strongly support post-secondary schools such as Ontario's Community Colleges, so that they would be "accorded status and recognition in keeping with the significance of their potential." He said that it was through them that more young men and women would acquire productive and rewarding occupations.

Mr. Davis asked: Have we given enough attention to the 50 to 70 per cent of young people in secondary schools who go directly into business and industry, by providing them with an adequate 'Education for Employment' program? Have we treated them as second-class citizens because they were not going on to university?

He said that what was obviously needed was a truly liberal academic community in which the study of art and typewriting, philosophy and metalworking, theology and medicine, and pure and applied science were judged to be equally honourable and valuable.

"Many students currently preparing for post-secondary education should be advised to go into other programs," Mr. Davis said. "They must be guided by schools and parents toward areas of interest rather than allowed to select jobs on the basis of hopes or prestige."

The unemployed must be motivated to retrain. "The schools must start this motivation in all students prior to their first employment." He said that the workers of the future should always be preparing for the next higher level of employment through adequate school and industrial training programs. "The time is not far distant when each of us—and especially management—will be spending 20 per cent of our working day in preparation for change."

If the educational processes were still undirected and education regarded as a form of intellectual snobbery, "we cannot be equipped for change." If, however, the educational requirements of industry and the community were realistically appraised and the necessary facilities established, "we can face change with confidence," the speaker said.

PROF. ELI GINZBERG

Management must take new attitudes in dealing with its highly-educated professional elite, a Columbia University professor told CMA delegates. "Be sensitive to the fact that the old approaches don't fit the new people," said Prof. Eli Ginzberg, chairman of the U.S. national manpower committee. "Hour controls or clock-watching should not be applied to the more valuable people on the staff. Professionals are not hired hands."

He urged, for example, that management should stop emphasizing the number of hours spent at work when dealing with top professionals and creative leaders. "A man who stays home 360 days a year will still be valuable if he devises two new products during the five days at the plant."

Prof. Ginzberg did not believe that employers could successfully pre-select people for advanced training. "A person of limited potential may be selected by an error in judgment, or, if he is the right person, he might leave the company after he has been trained." He said it was necessary to build into the budgeting an increasingly large figure of time and money for re-education.

"If you need a work force adaptable to change, you have to find people willing to keep on being educated," he said. He told delegates that the best approach was to broaden the opportunity structure so that they would not have to worry about motivating those who did not want to be motivated.

Prof. Ginzberg suggested that management should pay 50 per cent of the cost of training, if the employee completed his course. "You can't force a person to keep alive mentally without having some commitment from the individual that he is willing to contribute time and money."

Once the employee had been re-trained, he said, he must be permitted to use the education or it would be a waste of time and money. Too many people were promoted "out of sentimental reasons," or because they had been around a long time. "Remember that the 45-year-old on your staff is probably 20 years behind the young scientist just coming into the organization."

Prof. Ginzberg advised management to give their people time and opportunity to keep abreast of advances in their specialities. He believed that most companies were overstaffed, and that more money should be budgeted for educational and professional development. "A company that reduces its senior staff must relieve those remaining of unimportant duties." They would then be compelled "to stretch themselves" to handle important work to their own satisfaction and to the benefit of the company.

Career centre opened by Ontario Labour Department

Women whose careers were temporarily suspended by marriage and motherhood will have help in returning to the labour force through a pilot project instigated by the Ontario Department of Labour. It is a career consultant centre formed by the Women's Bureau of the Department.

The centre, which opened at Toronto in April, was created to help women evaluate their educational and vocational plans; it is not a job placement service.

Statistics Section

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A—Labour Force

TABLE A-1—Regional Distribution, Week Ended May 20, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,713	629	2,210	2,824	1,291	759
Men	5,349	447	1,547	1,924	903	528
Women	2,364	182	663	900	388	231
14-19 years	788	73	243	250	148	74
20-24 years	1,110	108	373	364	173	92
25-44 years	3,273	236	944	1,246	520	327
45-64 years	2,315	194	590	877	409	245
65 years and over	227	18	60	87	41	21
EMPLOYED	7,409	584	2,087	2,750	1,265	723
Men	5,113	407	1,450	1,873	882	501
Women	2,296	177	637	877	383	222
Agriculture	600	28	126	144	277	25
Non-agriculture	6,809	556	1,961	2,606	988	698
Paid workers	6,297	502	1,791	2,438	933	633
Men	4,222	343	1,222	1,623	600	434
Women	2,075	159	569	815	333	199
UNEMPLOYED	304	45	123	74	26	36
Men	236	40	97	51	21	27
Women	68	*	26	23	*	*
PERSONS NOT IN LABOUR FORCE	6,111	677	1,781	2,080	974	599
Men	1,503	200	421	495	241	146
Women	4,608	477	1,360	1,585	733	453

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended May 20, 1967

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	13,824	2,289	3,949	1,054	4,021	1,042	1,469
LABOUR FORCE	7,713	788	3,809	915	1,222	752	227
Employed	7,409	710	3,702	845	1,203	730	219
Unemployed	304	78	107	70	19	22	**
NOT IN LABOUR FORCE	6,111	1,501	140	139	2,799	290	1,242
PARTICIPATION RATE†							
1967—May 20	55.8	34.4	96.5	86.8	30.4	72.2	15.5
April 22	54.3	31.2	95.6	82.3	29.6	71.4	14.8
UNEMPLOYMENT RATE‡							
1967—May 20	3.9	9.9	2.8	7.7	1.6	2.9	**
April 22	4.9	9.0	4.2	9.9	2.1	3.1	4.6

*Excludes immates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over. ‡The unemployed as a percentage of the labour force.
**Less than, 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended May 20, 1967

	May 1967	April 1967	May 1966
	(in thousands)		
TOTAL UNEMPLOYED	304	365	247
On temporary layoff up to 30 days	19	31	12
Without work and seeking work	285	334	235
SEEKING:			
Full-time work	268	320	221
Part-time work	17	14	14
Under 1 month	97	93	79
1—3 months	91	121	77
4—6 months	57	85	47
More than 6 months	40	35	32

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
					Monthly Totals					
					(Millions of dollars)					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—March	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	220.0	40.8	234.3	41.9	345.6	734.7	100.7	2,482.9
August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January*	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February*	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	113.2	2,516.0
March†	66.0	695.3	219.6	30.0	186.9	43.4	359.9	816.2	118.7	2,550.7
					Seasonally Adjusted					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—March	60.8	658.8	200.4	33.5	204.4	38.5	334.9	727.3	99.2	2,379.5
April	60.4	663.7	204.2	38.5	205.1	39.1	337.8	738.7	99.7	2,408.6
May	60.9	664.0	204.0	37.0	203.3	39.6	338.2	738.2	99.7	2,406.0
June	61.3	668.0	207.9	29.2	207.3	40.2	342.3	747.6	100.0	2,425.2
July	57.3	677.8	212.8	34.3	205.3	40.7	345.3	752.2	100.5	2,448.0
August	61.4	682.0	194.2	35.5	203.0	40.0	346.8	775.6	100.7	2,461.0
September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January*	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February*	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	114.6	2,601.0
March†	65.8	700.3	231.8	37.7	218.3	45.1	368.1	820.0	119.9	2,628.3

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1967, employers in the principal non-agricultural industries reported a total employment of 3,504,541. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—January	114.4	119.9	93.79	119.1	119.9	97.78
February	114.5	121.5	95.09	119.9	121.3	98.91
March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December*	120.3	122.7	95.97	121.6	122.2	99.68
1967—January†	119.3	127.1	99.46	122.1	126.3	102.96

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Jan. 1967	Dec. 1966	Jan. 1966	Jan. 1967	Dec. 1966	Jan. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	111.7	114.2	108.6	83.45	79.84	77.99
Newfoundland	115.1	117.9	110.6	88.27	84.98	81.28
Prince Edward Island	111.0	120.2	102.3	68.50	66.14	65.24
Nova Scotia	109.8	112.0	107.9	80.98	77.72	76.31
New Brunswick	111.9	113.9	108.9	84.59	80.30	78.99
Quebec	116.6	117.6	112.1	97.99	94.76	91.62
Ontario	123.1	124.0	117.6	101.97	98.85	96.90
Prairie Region	115.1	116.6	109.4	93.66	90.25	87.71
Manitoba	110.8	112.1	105.8	87.63	85.00	82.26
Saskatchewan	111.2	114.2	108.3	92.35	89.69	86.06
Alberta	120.3	121.5	112.9	98.94	94.62	92.72
British Columbia	122.9	122.7	118.7	111.02	105.41	105.18
CANADA	119.3	120.3	114.4	99.46	95.97	93.79
URBAN AREAS						
St. John's	130.3	132.0	126.4	77.31	72.61	72.63
Halifax	111.8	113.3	114.0	81.65	79.24	78.55
Sydney	97.4	100.8	94.4	93.92	94.53	87.60
Moncton	110.5	119.5	106.9	77.19	73.72	72.39
Saint John	112.8	111.9	113.9	81.82	79.04	76.94
Chicoutimi	106.5	108.7	102.3	120.81	118.05	109.74
Montreal	120.4	120.7	115.4	99.33	95.11	93.11
Quebec	112.8	113.8	112.4	83.99	80.85	80.53
Shawinigan	103.6	104.6	106.6	103.47	100.20	98.83
Sherbrooke	119.9	121.3	118.8	84.39	79.74	79.49
Trois-Rivières	114.0	113.9	110.6	91.75	90.39	86.01
Ottawa-Hull	118.2	119.2	110.7	92.90	90.83	86.88
Belleville	114.5	116.4	108.5	88.03	83.09	83.58
Brampton	241.6	244.8	212.8	100.48	98.31	93.29
Brantford	135.8	138.1	127.4	96.05	91.22	90.91
Fort William-Port Arthur	124.0	127.9	115.1	98.76	95.78	94.38
Guelph	135.7	135.9	126.1	91.65	88.23	86.79
Hamilton	122.2	122.9	119.5	105.78	102.70	100.81
Kingston	123.1	124.7	122.6	95.94	101.10	93.08
Kitchener	142.5	142.9	134.8	90.29	83.13	86.32
London	122.3	122.7	120.1	93.71	88.83	88.54
Niagara Falls	103.2	103.9	101.7	101.00	99.45	96.99
Oshawa	139.5	141.6	155.7	89.94	95.75	114.65
Peterborough	132.1	132.3	125.8	104.93	104.29	101.47
Sarnia	126.8	129.0	114.2	131.04	126.54	120.45
Sault Ste. Marie	110.9	111.3	113.0	104.75	94.24	112.54
Sudbury	104.7	103.9	101.7	120.40	129.18	105.66
St. Catharines	136.5	138.8	136.0	109.27	96.47	109.80
Timmins	90.4	88.1	94.2	104.21	93.34	89.34
Toronto	124.0	124.8	117.5	103.69	100.63	96.69
Welland	113.0	111.0	109.5	119.02	107.02	110.33
Windsor	146.3	148.9	142.6	109.43	112.60	108.99
Winnipeg	115.4	117.0	109.4	82.39	79.69	78.29
Regina	112.8	117.1	113.2	89.39	86.68	84.84
Saskatoon	126.1	129.4	116.3	82.87	82.33	77.55
Calgary	127.6	129.8	116.9	96.81	93.15	91.18
Edmonton	125.7	127.3	118.5	91.17	87.25	85.82
Vancouver	122.9	123.6	119.8	107.33	103.42	101.80
Victoria	123.0	128.0	116.7	95.79	90.64	90.12

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Jan. 1967†	69.2	114.8	1,602.5	809.0	793.5	324.5	627.9	915.3	247.8	535.9	4,437.9
Dec. 1966*	70.8	113.7	1,596.4	803.6	792.8	324.2	638.4	955.1	246.6	536.1	4,481.4
Jan. 1966	64.1	114.9	1,552.3	788.9	763.5	309.8	599.4	874.8	239.1	496.4	4,250.6
NEWFOUNDLAND											
Jan. 1967†	3.2	5.6	10.5	8.8	1.7	8.3	13.8	15.4	1.6	6.3	64.7
Dec. 1966*	3.3	5.6	10.7	8.9	1.8	8.7	14.4	16.0	1.6	6.4	66.8
Jan. 1966	3.1	6.0	10.5	8.4	2.2	7.8	13.6	14.9	1.5	5.2	62.7
PRINCE EDWARD ISLAND											
Jan. 1967†	—	0.1	1.9	1.5	0.4	1.2	2.8	3.5	0.6	1.5	11.6
Dec. 1966*	0.1	0.1	2.0	1.5	0.4	1.4	3.1	3.7	0.6	1.5	12.4
Jan. 1966	—	—	1.8	1.4	0.4	1.2	2.3	3.4	0.6	1.4	10.7
NOVA SCOTIA											
Jan. 1967†	1.8	7.3	30.3	16.0	14.3	11.4	23.7	27.1	5.9	11.5	119.1
Dec. 1966*	1.9	7.5	30.9	16.3	14.6	11.3	23.2	28.7	5.9	11.7	121.2
Jan. 1966	1.9	7.6	30.5	15.4	15.1	9.6	24.1	26.4	5.7	10.6	116.3
NEW BRUNSWICK											
Jan. 1967†	5.8	2.2	24.1	15.1	9.0	9.6	23.3	22.4	4.1	9.4	100.9
Dec. 1966*	7.7	2.2	23.7	15.1	8.6	9.7	22.8	24.0	4.1	9.4	103.5
Jan. 1966	5.6	2.3	22.4	14.0	8.5	9.7	23.7	21.8	4.1	8.2	97.8
QUEBEC											
Jan. 1967†	25.5	24.9	499.6	306.5	193.1	84.8	165.6	234.6	70.9	143.4	1,249.3
Dec. 1966*	26.4	25.0	495.0	302.8	192.2	84.7	171.5	243.0	70.8	144.6	1,260.9
Jan. 1966	18.7	24.9	485.3	302.3	183.0	90.9	154.2	223.8	68.5	134.9	1,201.2
ONTARIO											
Jan. 1967†	13.0	32.9	806.7	352.8	454.0	122.9	205.6	361.1	107.2	211.0	1,860.4
Dec. 1966*	12.9	32.7	803.8	350.6	453.2	126.0	208.6	376.5	106.4	209.9	1,876.9
Jan. 1966	12.9	33.4	778.5	342.8	435.6	112.8	195.0	344.5	103.5	197.8	1,778.5
MANITOBA											
Jan. 1967†	1.1	5.6	45.7	26.8	18.9	12.4	45.0	51.6	11.7	26.8	199.9
Dec. 1966*	1.3	5.2	45.6	26.8	18.7	12.2	45.1	54.0	11.7	26.9	202.0
Jan. 1966	1.3	5.4	44.4	26.8	17.7	10.5	44.3	48.0	11.6	25.2	190.7
SASKATCHEWAN											
Jan. 1967†	0.4	5.2	14.2	9.2	5.0	11.7	25.1	35.2	7.8	16.7	116.3
Dec. 1966*	0.3	5.1	14.0	9.2	4.8	11.7	25.9	37.9	7.7	16.8	119.4
Jan. 1966	0.4	5.2	14.1	9.1	4.9	10.6	24.9	34.9	7.3	15.3	112.6
ALBERTA											
Jan. 1967†	1.9	20.1	51.1	25.2	25.2	29.5	47.5	72.9	15.0	44.3	282.3
Dec. 1966*	1.9	19.4	52.0	25.9	26.1	29.5	48.1	76.3	15.0	43.4	285.6
Jan. 1966	2.0	19.7	47.5	25.1	22.4	25.9	46.2	68.9	13.8	38.6	262.6
BRITISH COLUMBIA											
Jan. 1967†	16.5	9.1	118.4	46.5	71.9	32.4	74.6	91.2	22.9	64.1	429.2
Dec. 1966*	15.0	9.1	118.7	46.5	72.3	28.8	74.8	94.7	22.7	64.7	428.6
Jan. 1966	18.2	8.6	117.3	43.6	73.7	30.5	69.9	88.0	22.5	58.3	413.3

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding.

SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Jan. 1967	Dec. 1966	Jan. 1966	Jan. 1967	Dec. 1966	Jan. 1966
	(1961=100)			$	$	$
MINING, INCLUDING MILLING	106.1	105.1	106.0	126.42	124.94	118.18
Metals	101.9	101.5	104.0	126.70	127.95	115.71
Mineral fuels	103.1	102.3	100.3	128.73	128.71	121.17
Non-metals except fuels	105.7	105.3	99.2	117.90	112.12	110.40
Quarries and sand pits	96.9	103.3	98.0	101.71	94.64	94.93
Services incidental to mining	146.6	137.0	145.6	136.46	126.01	138.31
MANUFACTURING	122.1	121.6	119.1	102.96	99.68	97.78
Durable goods	134.6	134.3	131.1	109.54	105.17	105.35
Non-durable goods	112.0	111.3	109.6	96.61	94.36	90.52
Food and beverages	101.8	102.6	99.3	92.34	90.76	86.81
Foods	101.4	101.7	99.2	89.32	87.76	84.12
Beverages	104.4	108.1	99.4	110.64	108.31	103.82
Tobacco processing and products	118.6	110.3	117.7	97.56	95.98	90.28
Rubber products	123.5	120.5	120.7	105.13	100.10	102.01
Leather products	100.5	98.1	103.1	69.68	63.75	65.63
Textile products	119.7	118.7	120.7	85.14	82.88	79.51
Knitting mills	111.2	110.2	115.1	65.26	60.08	61.42
Clothing	113.9	109.9	113.7	63.01	57.57	59.43
Wood products	106.0	105.1	112.7	92.19	87.72	85.95
Furniture and fixtures	131.0	130.4	128.5	85.87	79.32	78.24
Paper and allied industries	116.6	118.4	111.4	122.26	121.38	114.37
Printing, publishing and allied industries	111.4	111.1	108.1	110.25	108.21	103.68
Primary metal industries	123.0	122.0	121.8	124.40	121.14	117.55
Metal fabricating industries	133.9	133.5	131.7	108.22	100.86	101.99
Machinery, except electrical	151.6	150.7	143.6	119.40	112.11	112.19
Transportation equipment	153.6	154.3	149.4	112.81	111.60	116.07
Electrical products	148.0	147.9	133.1	105.59	100.73	102.12
Non-metallic mineral products	118.7	119.1	120.0	108.18	105.94	102.46
Petroleum and coal products	99.0	98.4	94.0	150.07	150.57	145.15
Chemicals and chemical products	116.7	116.0	113.3	118.62	117.42	110.96
Miscellaneous manufacturing industries	131.7	129.1	122.9	90.98	87.50	85.31
CONSTRUCTION	118.1	115.2	111.1	109.19	109.45	113.38
Building	124.8	122.4	116.3	122.88	106.98	110.68
Engineering	105.2	101.1	100.9	136.48	114.37	120.63
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	105.5	107.3	100.6	109.67	107.32	102.21
Transportation	101.6	103.6	95.5	109.86	106.82	101.05
Storage	108.7	113.7	103.3	94.46	96.78	86.70
Communication	116.5	117.1	112.8	102.45	101.55	99.17
TRADE	123.6	130.7	116.7	78.32	76.86	75.12
Wholesale trade	118.4	119.0	112.9	97.96	96.76	93.64
Retail trade	126.5	137.3	118.8	68.00	67.16	65.29
FINANCE, INSURANCE AND REAL ESTATE	122.2	121.9	118.2	95.36	94.67	90.76
Financial institutions	125.9	125.7	122.4	93.31	92.54	88.64
Insurance and real estate	117.1	116.6	112.4	98.46	97.89	94.00
SERVICE	140.0	139.4	127.7	72.98	71.91	68.14
Recreational services	120.3	116.2	109.9	60.88	60.93	58.26
Business services	162.2	162.2	144.3	113.14	110.20	105.67
Personal services	129.0	129.7	120.3	54.26	54.03	51.52
Miscellaneous services	160.5	156.8	143.0	76.98	75.76	72.22
Service to buildings and dwellings	197.7	193.3	181.3	51.25	51.29	49.23
INDUSTRIAL COMPOSITE	119.3	120.3	114.4	99.46	95.97	93.79

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	*Average Weekly Hours*			*Average Hourly Earnings*			*Average Weekly Wages*		
	Jan. 1967	*Dec. 1966*	*Jan. 1966*	*Jan. 1967*	*Dec. 1966*	*Jan. 1966*	*Jan. 1967*	*Dec. 1966*	*Jan. 1966*
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.4	42.0	42.9	2.76	2.75	2.55	116.88	115.45	109.48
Metals	41.7	42.3	42.0	2.88	2.89	2.61	119.97	122.23	109.46
Mineral fuels	44.0	44.7	43.4	2.28	2.27	2.23	100.10	101.21	96.97
Non-metals, except fuels	42.2	40.4	41.9	2.60	2.51	2.43	109.49	101.34	101.84
Quarries and sand pits	44.1	41.1	42.9	2.21	2.16	2.03	97.56	88.76	87.21
Services incidental to mining	44.0	39.0	48.2	3.04	3.06	2.87	133.66	119.01	138.32
MANUFACTURING	40.1	38.5	40.9	2.32	2.31	2.19	93.08	89.24	89.65
Durable goods	40.2	38.7	41.4	2.50	2.47	2.37	100.27	95.46	98.37
Non-durable goods	39.9	38.4	40.4	2.15	2.15	2.00	85.66	82.76	80.68
Food and beverages	39.8	38.9	40.4	2.07	2.07	1.94	82.38	80.60	78.29
Foods	39.6	38.7	40.3	2.01	2.01	1.88	79.65	77.80	75.85
Beverages	41.0	40.8	40.7	2.52	2.47	2.37	103.15	100.84	96.61
Tobacco processing and products	39.2	36.7	38.7	2.26	2.34	2.12	88.57	85.98	82.06
Rubber products	41.5	38.1	42.8	2.36	2.37	2.26	97.96	90.28	96.48
Leather products	39.9	35.8	40.2	1.61	1.60	1.50	64.05	57.25	60.38
Textile products	41.5	39.9	42.1	1.80	1.81	1.68	74.96	72.25	70.88
Miscellaneous textiles	39.6	36.8	39.8	1.67	1.65	1.51	66.25	60.85	60.11
Knitting mills	40.4	36.5	41.2	1.43	1.42	1.33	57.73	51.90	54.81
Clothing	36.8	33.2	37.4	1.55	1.52	1.45	57.11	50.57	54.17
Wood products	40.1	38.0	40.8	2.19	2.17	2.03	87.67	82.48	83.09
Furniture and fixtures	41.2	39.5	42.2	1.85	1.82	1.72	76.08	71.84	72.60
Paper and allied industries	41.3	41.4	41.7	2.77	2.75	2.56	114.35	113.63	106.86
Pulp and Paper mills	41.6	42.4	42.0	3.04	3.00	2.80	126.50	127.26	117.34
Printing, publishing and allied industries	38.4	37.7	38.4	2.79	2.75	2.65	107.30	103.64	101.66
Primary metal industries	40.4	39.5	41.1	2.88	2.88	2.70	116.16	113.70	111.01
Iron and steel mills	39.0	37.3	40.5	3.02	3.00	2.87	117.74	111.95	116.25
Metal fabricating industries	41.1	38.3	41.7	2.46	2.40	2.30	101.06	92.00	95.96
Machinery, except electrical	41.7	39.7	42.3	2.64	2.57	2.49	110.16	101.80	105.51
Transportation equipment	37.7	37.7	41.2	2.70	2.67	2.65	101.84	100.89	109.14
Aircraft and parts	42.8	39.2	41.7	2.71	2.61	2.56	115.96	102.19	106.91
Motor vehicles	35.0	37.4	41.6	2.77	2.77	2.74	96.89	103.55	114.12
Assembling	31.5	38.3	41.5	3.33	2.97	2.89	93.92	113.72	120.04
Parts and accessories	38.0	36.7	41.8	2.66	2.61	2.67	100.84	95.80	111.70
Shipbuilding and repairing	39.8	34.7	39.2	2.57	2.56	2.52	102.22	88.88	98.68
Electrical products	40.7	38.1	41.1	2.27	2.23	2.18	92.26	85.04	89.48
Communications equipment	41.1	37.1	40.1	2.20	2.17	2.06	90.48	80.27	82.51
Non-metallic mineral products	41.7	41.2	42.4	2.40	2.38	2.26	100.17	98.10	95.78
Petroleum and coal products	41.6	42.1	42.5	3.26	3.26	3.10	135.69	137.06	131.49
Chemical and chemical products	40.8	40.7	41.1	2.52	2.51	2.35	102.86	102.10	96.40
Miscellaneous manufacturing industries	40.7	38.9	40.9	1.90	1.88	1.78	77.26	72.96	72.92
CONSTRUCTION	40.9	35.0	40.1	3.05	2.95	2.74	124.93	103.13	109.83
Building	39.5	33.8	38.4	3.06	3.00	2.69	120.76	101.30	106.97
General contractors	39.6	33.4	38.7	2.94	2.90	2.67	116.60	96.77	104.26
Special trade contractors	39.5	34.0	38.0	3.15	3.09	2.88	124.24	105.26	109.47
Engineering	44.2	37.9	44.3	3.05	2.84	2.64	134.72	107.57	116.84
Highways, bridges and streets	43.1	37.7	43.8	2.38	2.31	2.18	102.40	87.15	95.62
Other engineering	44.8	38.3	44.7	3.40	3.18	3.04	152.14	120.85	132.59
OTHER INDUSTRIES									
Urban transit	42.1	44.7	42.5	2.79	2.76	2.57	117.41	123.62	109.26
Highway and bridge maintenance	40.9	40.5	41.1	2.18	2.13	1.97	89.41	86.09	80.89
Laundries, cleaners and pressers	38.0	37.9	38.7	1.37	1.35	1.26	51.88	51.10	48.82
Hotels, restaurants and taverns	34.2	34.3	35.4	1.35	1.35	1.27	46.30	46.28	44.84

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average:					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	122.4	110.2
Last Pay Period in					
1966—January	40.9	2.19	89.65	120.4	109.5
February	41.2	2.20	90.76	121.9	110.6
March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	127.0	112.7
November	41.0	2.31	94.43	126.8	112.3
December*	38.5	2.31	89.24	119.9	106.1
January†	40.1	2.32	93.08	125.0	110.6

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	Jan. 1967	Dec. 1966	Jan. 1966	Jan. 1967	Dec. 1966	Jan. 1966
				$	$	$
Newfoundland	39.2	35.9	42.0	2.16	2.18	1.85
Nova Scotia	39.7	37.8	40.5	1.91	1.93	1.86
New Brunswick	41.8	40.4	42.2	1.97	1.99	1.88
Quebec	41.3	39.2	41.8	2.09	2.08	1.95
Ontario	39.7	38.5	40.9	2.43	2.42	2.32
Manitoba	39.2	37.7	40.0	2.05	2.04	1.87
Saskatchewan	39.2	38.9	38.9	2.37	2.39	2.21
Alberta and Northwest Territories	39.6	38.7	39.2	2.36	2.36	2.19
British Columbia and Yukon Territory	37.7	36.5	38.4	2.91	2.90	2.71

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the service of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act.* For further information regarding the nature of the data see Technical Note, page 404, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1967—February	4,708,000	4,156,200	551,800
January	4,684,000	4,152,100	531,900
1966—December	4 633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000
February	4,506,000	3,975,500	530,500

TABLE E-4—Benefit Payments, by Province, March 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	139,642	3,666,908
Prince Edward Island	27,586	667,822
Nova Scotia	134,338	3,310,837
New Brunswick	125,590	3,119,940
Quebec	607,177	16,004,150
Ontario	582,392	14,952,995
Manitoba	77,364	1,978,857
Saskatchewan	64,981	1,665,720
Alberta	76,477	1,977,043
British Columbia	223,432	5,822,453
Total, Canada, March 1967	2,058,979	53,166,725
Total, Canada, February 1967	1,681,483	43,530,943
Total, Canada, March 1966	1,847,439	46,156,729

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, March 1967

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	6,778	5,627	1,151	6,219	5,390	829	2,526
Prince Edward Island	1,060	811	249	1,162	1,011	151	307
Nova Scotia	8,017	6,435	1,582	7,131	5,991	1,140	3,166
New Brunswick	8,682	7,243	1,439	8,729	7,525	1 204	2,846
Quebec	62,061	46,704	15,357	61,658	51,071	10,587	22,557
Ontario	61,512	41,147	20,365	62,889	51,846	11,043	17,645
Manitoba	5,554	4,690	864	5,572	4,474	1,098	1,455
Saskatchewan	4,110	3,514	596	4,000	3,233	767	1,360
Alberta	6,882	5,516	1,366	6,688	5,059	1,629	2,301
British Columbia	17,705	12,736	4,969	17,892	13,931	3,961	5,889
Total, Canada, March 1967	182,361	134,423	47,938	181,940	149,531	32,409	60,052
Total, Canada, February 1967	169,709	128,472	41,237	183,667	147,555	36,112	59,631
Total, Canada, March 1966	159,025	121,416	37,609	164,548	130,365	34,183	48,303

*In addition, revised claims received numbered 40,305. †In addition, 42,418 revised claims were disposed of. Of these 4,062 were special requests not granted and 1,627 were appeals by claimants. There were 8,875 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 31, 1967

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20-per-cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	February 1967	March 1966
CANADA	543,770	167,409	200,090	147,685	28,586	551,837	498,013
Male	403,820	129,682	150,732	108,607	14,799	411,248	377,441
Female	139,950	37,727	49,358	39,078	13,787	146,589	120,572
NEWFOUNDLAND	32,992	7,517	12,117	12,293	1,065	34,039	31,283
Male	30,161	6,978	11,074	11,305	804	31,094	29,095
Female	2,831	539	1,043	988	261	2,945	2,188
PRINCE EDWARD ISLAND	6,181	980	2,361	2,691	149	6,625	6,364
Male	5,008	843	1,934	2,181	50	5,263	5,202
Female	1,173	137	427	510	99	1,362	1,162
NOVA SCOTIA	34,409	7,464	14,513	10,775	1,657	34,884	32,900
Male	28,582	6,190	12,304	9,028	1,060	28,894	27,507
Female	5,827	1,274	2,209	1,747	597	5,990	5,393
NEW BRUNSWICK	34,172	7,157	13,635	11,735	1,645	33,697	33,448
Male	27,886	6,287	11,457	9,169	973	26,682	27,624
Female	6,286	870	2,178	2,566	672	7,015	5,824
QUEBEC	172,386	61,217	62,368	40,117	8,684	165,435	162,185
Male	136,353	50,985	51,179	30,153	4,036	128,830	132,100
Female	36,033	10,232	11,189	9,964	4,648	36,605	30,085
ONTARIO	152,613	50,322	55,979	36,902	9,410	160,101	129,320
Male	96,901	33,681	36,103	22,412	4,705	104,999	82,666
Female	55,712	16,641	19,876	14,490	4,705	55,102	46,654
MANITOBA	18,568	5,706	6,964	5,144	754	18,666	20,323
Male	13,606	4,327	4,877	3,992	410	13,940	15,299
Female	4,962	1,379	2,087	1,152	344	4,726	5,024
SASKATCHEWAN	15,477	3,169	5,775	5,809	724	16,554	15,507
Male	11,999	2,481	4,350	4,832	336	12,719	11,646
Female	3,478	688	1,425	977	388	3,835	3,861
ALBERTA	20,761	6,489	7,228	5,982	1,062	21,789	19,190
Male	15,379	4,974	5,284	4,634	487	16,034	13,514
Female	5,382	1,515	1,944	1,348	575	5,755	5,676
BRITISH COLUMBIA	56,211	17,388	19,150	16,237	3,436	60,047	47,493
Male	37,945	12,936	12,170	10,901	1,938	42,793	32,788
Female	18,266	4,452	6,980	5,336	1,498	17,254	14,705

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949=100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—May	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of May 1967

	All-Items									
	May 1966	*April 1967*	*May 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949=100)				
St. John's, Nfld.*	125.6	128.7	129.2	126.0	120.9	127.0	126.2	180.0	153.0	120.4
Halifax	137.7	140.2	140.3	137.7	139.0	139.7	142.5	183.9	181.6	130.0
Saint John	139.8	144.0	143.9	141.6	138.2	141.2	152.1	212.2	171.1	131.1
Montreal	141.6	147.0	147.2	149.6	142.5	124.5	183.0	198.7	171.9	131.8
Ottawa	143.5	145.7	146.2	145.7	141.8	136.2	168.1	198.2	161.9	136.0
Toronto	145.9	149.6	149.8	141.2	151.4	140.1	158.7	190.3	205.0	132.4
Winnipeg	139.1	141.6	141.9	142.2	132.9	138.2	145.5	199.3	158.9	141.4
Saskatoon-Regina	135.7	138.5	139.1	143.6	132.1	142.7	140.2	166.7	159.2	129.3
Edmonton-Calgary	133.7	137.9	138.9	136.1	134.6	140.9	141.4	191.5	156.9	126.2
Vancouver	138.1	142.5	143.0	140.9	143.5	133.9	153.0	174.6	163.4	126.9

*St. John's index on the base June 1951=100.

NOTE: Indexes above measure percentage changes in prices overtime in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 336, May issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year		Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per Cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—May	54	95	28,465	332,450	0.27
June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35

*Preliminary

TABLE G-2—Strikes and Lockouts May 1967, by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	130	520
Mines	2	170	1,160
Manufacturing	61	29,318	243,660
Construction	13	14,623	195,720
Transportation and utilities	12	8,804	36,450
Trade	2	20	120
Finance	—	—	—
Service	5	168	1,720
Public administration	1	58	700
All Industries	97	53,291	480,050

TABLE G-3—Strikes and Lockouts May 1967, by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	2	197	4,020
New Brunswick	1	954	4,090
Quebec	28	31,526	201,810
Ontario	44	18,992	256,730
Manitoba	2	106	1,480
Saskatchewan	—	—	—
Alberta	1	50	20
British Columbia	14	1,202	10,750
Federal	5	264	1,150
All Jurisdictions	97	53,291	480,050

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			May	*Accumulated*		
FORESTRY						
MacMillan Bloedel, Kennedy Lake Division, Ucluelet, Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	130	520	650	Apr. 28 May 5	Transfer of one worker to another job—Return of workers.
MINES						
Metal						
Western Mines Ltd., Buttles Lake, B.C.	Mine, Mill and Smelter Workers Loc. 1039 (Ind.)	110	1,100	1,100	May 16 —	Wages or free board—
MANUFACTURING						
Food and Beverages						
Canada Packers, York Farms Division, Brantford, Ont.	Packinghouse Workers Loc. 469 (AFL-CIO/CLC)	172	170	1,550	Apr. 19 May 2	Wages, hours—Wage increase; other improved benefits.
Canada and Dominion Sugar Ltd., & St. Lawrence Sugar Refineries Ltd., Montreal, Que.	Bakery Workers Loc. 333 (CLC)	684	3,380	3,610	Apr. 29 May 5	Wages—40¢ an hr. increase first yr.,35¢ an hr. second yr.; improved vacations and other benefits.
Fry-Cadbury, Ltd., Montreal, Que.	Commerce and Office Employees (CNTU)	500	6,000	6,000	May 12 —	Wages—
Seven-Up Montreal Ltd., Montreal, Que.	District 50 (U.M.W.A.) (Ind.)	105	470	470	May 15 May 23	Wages, hours in a new agreement—Return of workers.
George Weston Ltd., Ville Jacques-Cartier, Que.	Bakery Workers Loc. 333 (CLC)	334	3,890	3,890	May 15 —	Wages—
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,480	22,300	Nov. 21 —	Wages, union security, bonding of employees—
Glendale Spinning Mills Ltd., Hamilton, Ont.	Textile Workers' Union Loc. 1070 (AFL-CIO/CLC)	340	7,480	20,630	Mar. 6 —	Signing a new agreement—
Wood						
Canfor Ltd., Stave Lake Cedar Division, Dewdney, B.C.	Woodworkers Loc. 1-367 (AFL-CIO/CLC)	110	660	1,710	Apr. 17 May 9	Alleged grievances over safety regulations—Return of workers pending review of grievances.
Fortin Lumber Inc., Launay, Desboues, Ch. Matagami, Amos, Que.	CNTU	122	60	60	May 31 —	Wages, hours, vacations—
Furniture and Fixtures						
Thurso Pulp & Paper Co., Wood Products Division, Thurso, Que.	Woodworkers Loc. 2-152 (AFL-CIO/CLC)	224	1,570	1,570	May 22 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1967 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accumulated		
Paper						
Canadian Keyes Fibre Co., Hantsport, N.S.	Pulp and Paper Mill Workers Loc. 576 (AFL-CIO/CLC)	165	3,300	3,300	May 3 —	Wages—
Abitibi Power Co. Ltd., Sturgeon Falls, Ont.	Pulp and Paper Mill Workers Loc. 71 (AFL-CIO/CLC)	550	2,750	2,750	May 8 May 15	Objection over the promotion of one pipefitter—Return of workers.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	313,720	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Mannesmann Tube Co. Ltd., Sault Ste. Marie, Ont.	Steelworkers Loc. 5595 (AFL-CIO/CLC)	502	11,040	18,070	Apr. 11 —	Wages, hours, holidays—
Canadian British Aluminum Co. Baie Comeau, Que.	Metal Trades' Federation (CNTU)	807	1,610	1,610	May 16 May 18	Dissatisfaction over working conditions—Return of workers pending negotiations.
Lake Ontario Steel Co. Ltd., Whitby, Ont.	Steelworkers Loc. 6571 (AFL-CIO/CLC)	560	560	560	May 25 May 26	Delay in signing new contract—Return of workers.
Metal Fabricating						
Emco Ltd., London, Ont.	Steelworkers Loc. 2699 (AFL-CIO/CLC)	350	2,890	2,890	May 18 —	Delay in signing contract—
Crane Canada Ltd., Montreal, Que.	Steelworkers Loc. 5950 (AFL-CIO/CLC)	768	3,460	3,460	May 25 —	Wages—
Eaton Yale and Towne Inc., St. Catharines, Ont.	U.E. Loc. 535 (Ind.)	123	120	120	May 31 —	Wages, fringe benefits, seniority—
Machinery						
Smith Corona Machines, Scarborough, Ont.	U.E. Loc. 514 (Ind.)	270	5,940	15,930	Mar. 8 —	Wages in a new agreement—
Transportation Equipment						
Canadian Vickers Ltd., Montreal, Que.	Metal Trades' Federation (CNTU)	1,800	24,600	48,200	Apr. 3 May 29	Wages—Wage increase 80¢ an hr. over three years.
Lucas-Rotax Ltd., Montreal, Que.	Machinists Loc. 423 (AFL-CIO/CLC)	152	1,270	1,270	May 18 —	Wages—
Canadian Kenworth Ltd., Burnaby, B.C.	Machinists Loc. 1857 (AFL-CIO/CLC)	350	350	350	May 26 May 29	Protesting presence of non-union worker—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			May	*Accumulated*		
Electrical Products						
The Canadian Coleman Co. Ltd., Toronto, Ont.	CLC—directly chartered	227	4,990	37,360	Oct. 18 —	Wages in new agreement—
Northern Electric Co. Ltd., Montreal North and St. Laurent, Que.	Northern Electric Employees (Ind.)	375	380	380	May 5 May 9	Protesting alleged stockpilling by company—Return of workers.
Canadian General Electric Co. Ltd., Toronto, Ont.	U.E. Loc. 507 (Ind.)	208	310	310	May 9 May 11	Disciplinary suspension of some workers—Return of workers pending negotiations.
Canadian Westinghouse Co. Ltd., Hamilton, Ont.	U.E. Loc. 504 (Ind.)	3,521	56,340	56,340	May 9 —	Wages—
Northern Electric Co. Ltd., Lachine, Que.	Northern Electric Employees (Ind.)	800	2,800	2,800	May 12 May 18	Protesting alleged stockpiling by company—Return of workers.
Northern Electric Co. Ltd., Point St. Charles, Montreal, Que.	Northern Electric Employees (Ind.)	2,000	1,000	1,000	May 16 May 17	Protesting alleged stockpiling by company—Return of workers.
Northern Electric Co., Montreal and area, Que.	Northern Electric Employees (Ind.)	10,350	46,150	46,150	May 25 —	Wages—
Non-Metallic Mineral Products						
Raybestos-Manhattan (Canada) Ltd., Peterborough, Ont.	Steelworkers Loc. 5141 (AFL-CIO/CLC)	189	4,160	7,940	Apr. 3 —	Wages, incentive plan—
Siporex Co., Delson, Que.	Chemical Workers Loc. 602 (AFL-CIO/CLC)	136	2,990	2,990	Apr. 29 —	Wages—
Canadian Johns-Manville Co., Port Union, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	506	11,130	11,130	May 1 —	Wages—
Miscellaneous Manufacturing						
The Arborite Co., LaSalle, Que.	Pulp and Paper Mill Workers Loc. 658 (AFL-CIO/CLC)	306	4,590	4,590	May 10 —	Wages—
CONSTRUCTION						
Several construction contractors, Richelieu-Verchères, Que.	CNTU and QFL	2,000	44,000	82,000	Apr. 4 —	Jurisdictional dispute between unions—
Several Painters & Decorators Contractors, Various locations Northwestern Ontario.	Painters Loc. 1671 (AFL-CIO/CLC)	140	560	1,260	Apr. 24 May 5	Wages—40¢ an hr. increase May 5, 1967, 20¢ an hr. Oct. 1, 1967.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1967 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			May	*Accumulated*		
Centrale Nucléaire de Gentilly, Gentilly, Que.	Labourers Loc. 617 (AFL-CIO/CLC)	271	5,960	6,370	Apr. 27 —	Wages, fringe benefits—
Various plumbing contractors, Hamilton, Ont.	Plumbers Loc. 67 (AFL-CIO/CLC)	348	350	700	Apr. 28 May 2	Employment of non-union labour on the project—Return of workers.
Hydro Electric Power Commission of Ontario, Various locations, Ontario.	Various unions	2,904	64,940	64,940	May 1 —	Union membership, union security—
Mactaquac Constructors, Keswick, N.B.	Various unions	954	4,090	4,090	May 2 May 8	Wages for foremen rodmen— Return of workers when agreement reached.
Canadian Bechtel Co., Temagami, Ont.	Plasterers Loc. 162 (AFL-CIO/CLC)	731	12,430	12,430	May 8 —	Jurisdictional dispute—
Various structural steel contractors, Various locations, Ontario.	Structural Iron Workers various locals (AFL-CIO/CLC)	2,323	5,970	5,970	May 10 —	Wages, hours, fringe benefits—
Various construction contractors, Various locations in Metro Toronto, Ont.	Labourers Locs. 183 & 506 (AFL-CIO/CLC)	3,500	40,000	40,000	May 12 —	Wages—
Various construction contractors, St. Maurice region, Que.	Building and Woodworkers' Federation (CNTU)	1,250	15,000	15,000	May 15 —	Wages, hours in a new agreement—
Various plumbing contractors, Oshawa, Bowmanville, Whitby, Ont.	Plumbers Loc. 463 (AFL-CIO/CLC)	100	400	400	May 26 —	Wages, hours—
TRANSPORTATION AND UTILITIES						
Transportation						
National Harbours Board*, Halifax, N.S.	I.L.A. Loc. 1843 (AFL-CIO/CLC)	150	750	750	May 25 —	In protest over the promotion of one worker—
Power, Gas and Water						
West Kootenay Power and Light Co., Various locations, British Columbia.	I.B.E.W. Loc. 999 (AFL-CIO/CLC)	223	4,910	7,810	Apr. 11 —	Wages, hours—
Hydro Quebec, Province wide, Quebec.	Public Employees Various locals (CLC)	8,250	28,880	28,880	May 8 —	Wages—

*Federal Jurisdiction.

TABLE H-1—Employment Injuries† Reported by Workmen's Compensation Boards, Canada, 1957-1966

Year	Temporary Disability		Permanent Disability		Fatality		Total		Ratio‡ of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
1957	185,044	95.5	7,607	3.9	1,097	0.6	193,748	100.0	79.1
1958	166,570	95.1	7,565	4.3	1,004	0.6	175,139	100.0	79.1
1959	177,172	95.4	7,594	4.1	946	0.5	185,712	100.0	71.3
1960	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
1961	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
1966*	251,154	95.8	9,864	3.8	1,162	0.4	262,180	100.0	99.1
Average 1957-1966	198,945	95.5	8,341	4.0	988	0.5	208,274	100.0	79.8

*Preliminary. †Distribution partly estimated.

‡Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour. See Table H-4.

TABLE H-2—Employment Injuries† Workmen's Compensation Settlement Rates per 10,000 Workers Employed (An Approximation), Canada, 1957-1966

Year	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed‡
	No.	Rate[1]	No.	Rate[1]	No.	Rate[1]	No.	Rate[1]	(in thousands)
1957	185,044	323.2	7,607	13.3	1,097	1.9	193,748	338.4	5,725
1958	166,570	292.5	7,565	13.3	1,004	1.8	175,139	307.5	5,695
1959	177,172	302.5	7,594	13.0	946	1.6	185,712	317.1	5,856
1960	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
1961	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
1966*	251,154	351.2	9,864	13.8	1,162	1.6	262,180	366.6	7,152
Average 1957-1966	198,945	318.3	8,341	13.3	988	1.6	208,274	333.2	6,251

*Preliminary. †Distribution partly estimated. ‡DBS estimates, Special Surveys Division, special tables, 12-month averages.

[1]Rate = number of cases per 10,000 workers employed.

Table H-3—Employment Injuries, Non-fatal and Fatal, reported by Workmen's Compensation Board, by Province, Canada 1966 and 1965 (See page 552)

TABLEH-4—Employment Fatalities by Industry, Canada, 1957-1966

Year	*Agriculture*		*Forestry*		*Fishing*[1]		*Mining*[2]		*Manufacturing*		*Construction*	
	No.	%	*No.*	%	*No.*	%	*No.*	%	*No.*	%	*No.*	%
1957	92	6.6	141	10.2	23	1.7	185	13.3	209	15.1	340	24.5
1958	97	7.6	129	10.2	38	3.0	231	18.2	166	13.1	281	22.1
1959	101	7.6	143	10.8	72	5.4	175	13.2	195	14.7	297	22.4
1960	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1991	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1692	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965	50	3.8	108	8.2	40	3.0	176	13.3	225	17.0	277	20.9
1966*	53	4.5	104	8.9	36	3.1	136	11.6	206	17.5	279	23.8
Average 1957-1966	71	5.7	126	10.2	36	2.9	169	13.6	204	16.5	260	21.0

*Preliminary. [1]Includes trapping and hunting. [2]Includes quarrying and oil wells. [3]Includes storage, communication, electric power, gas and water utilities. [4]Includes insurance and real estate. [5]Includes community, business and personal service. [6]Includes defence.

TABLE H-5—Employment Fatality Rates by Industry†, Canada, 1957-1966

Year	*Agriculture*		*Forestry*		*Fishing*		*Mining*		*Manufacturing*		*Construction*	
	R[1]	*E*[2]	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*
1957	1.2	744	13.4	105	11.0	21	15.7	118	1.4	1,492	7.8	438
1958	1.4	712	15.2	85	23.8	16	21.6	107	1.1	1,459	6.6	427
1959	1.5	692	15.2	94	48.0	15	19.9	88	1.3	1,494	6.7	442
1960	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0	463
1966*	1.0	544	13.7	76	13.8	26	11.2	121	1.2	1,744	6.0	499
Average 1957-1966	1.1	658	14.8	86	18.5	21	17.8	98	1.3	1,545	6.1	427

*Preliminary.

[1]R = Fatality rate (Number of fatalities per 10,000 workers employed).

[2]E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages.

†See footnotes 1-6, Table H-4.

Transportation[3]		Trade		Finance[4]		Service[5]		Public Administration[6]		Total	
No.	%	*No.*	%	*No.*	%	*No.*	%	*No.*	%	*No.*	%
249	18.0	66	4.8	2	0.1	27	1.9	53	3.8	1,387	100.0
194	15.3	40	3.2	4	0.3	22	1.7	67	5.3	1,269	100.0
215	16.2	50	3.8	2	0.2	25	1.9	51	3.8	1,326	100.0
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
287	21.4	70	5.3	3	0.2	38	2.8	52	4.0	1,326	100.0
237	20.2	53	4.5	1	0.1	41	3.5	27	2.3	1,173	100.0
222	17.9	56	4.5	2	0.2	29	2.3	64	5.2	1.239	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	*E*	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*	*R*	*E*
4.9	511	0.7	899	0.1	206	0.3	894	1.8	298	2.4	5,725
3.8	507	0.4	913	0.2	211	0.2	941	2.1	316	2.2	5,695
4.1	520	0.5	946	0.1	216	0.2	1,011	1.5	337	2.3	5,856
3.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.8	5,955
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	5,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	5,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
3.8	620	0.4	1,180	0.0	302	0.3	1,622	0.6	419	1.6	7,152
3.9	562	0.5	1,030	0.1	244	0.2	1,217	1.8	360	2.0	6,251

TABLE H-6—Employment Fatalities, by Province and Industry, Canada, 1966 and 1965

Industry	1966*							
	Nfld.	*P.E.I.*	*N.S.*	*N.B.*	*Que.*	*Ont.*	*Man.*	*Sask.*
AGRICULTURE	—	1	2	2	2	37	3	2
FORESTRY	2	—	2	4	22	15	1	1
FISHING AND TRAPPING	12	1	3	2	1	1	1	—
MINES, QUARRIES, OIL WELLS	6	—	6	4	17	49	7	5
Metal mines	5	—	—	3	6	44	6	1
Coal mines	—	—	5	—	—	—	—	—
Petroleum and gas	—	—	—	—	—	—	—	—
Non-metal, quarries, services	1	—	1	1	11	5	1	4
MANUFACTURING	—	—	11	7	62	72	3	11
Food and beverages	—	—	2	3	2	5	—	1
Tobacco	—	—	—	—	—	—	—	—
Rubber	—	—	—	—	—	1	—	—
Leather	—	—	—	—	1	1	—	—
Textile	—	—	—	—	3	1	—	—
Clothing	—	—	—	—	1	—	—	—
Wood	—	—	4	1	5	12	—	2
Paper	—	—	1	1	9	5	—	—
Printing, publishing	—	—	1	—	—	—	—	—
Primary metal	—	—	1	—	5	13	—	—
Metal fabricating	—	—	2	—	3	10	1	7
Machinery	—	—	—	—	3	5	—	—
Transportation equipment	—	—	—	—	4	4	—	—
Electrical	—	—	—	2	2	4	—	—
Non-metallic mineral	—	—	—	—	3	6	2	—
Petroleum and coal	—	—	—	—	—	—	—	1
Chemical	—	—	—	—	17	3	—	—
Miscellaneous	—	—	—	—	4	2	—	—
CONSTRUCTION	4	—	10	18	61	93	11	7
Building	1	—	2	7	16	21	—	1
Highway	3	—	3	5	16	27	5	3
Other	—	—	5	6	29	45	6	3
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	7	—	4	12	33	77	11	10
Air	—	—	1	—	—	6	—	—
Water	1	—	—	1	4	9	—	—
Railway	3	—	1	—	3	15	—	2
Local and highway	—	—	1	5	11	33	5	6
Miscellaneous	—	—	—	2	1	2	—	—
Storage	—	—	—	—	1	1	—	1
Communication	—	—	—	—	—	1	1	—
Electric power, gas, water	3	—	1	4	13	10	5	1
TRADE	2	—	3	—	7	18	5	2
Wholesale	—	—	1	—	3	14	2	2
Retail	2	—	2	—	4	4	3	—
FINANCE, INSURANCE AND REAL ESTATE	—	—	—	—	—	1	—	—
SERVICE	—	—	—	—	6	19	5	1
Community, business	—	—	—	—	1	6	1	—
Personal	—	—	—	—	5	13	4	1
PUBLIC ADMINISTRATION	—	—	—	—	3	10	2	—
TOTAL	33	2	41	49	214	392	49	39

*Preliminary. †Revised.

1965†															
Alta.	*B.C.*	*Yukon and N.W.T.*	*Total*	*Nfld.*	*P.E.I.*	*N.S.*	*N.B.*	*Que.*	*Ont.*	*Man.*	*Sask.*	*Alta.*	*B.C.*	*Yukon and N.W.T.*	*Total*
4	—	—	53	—	3	1	—	3	28	3	6	4	2	—	50
4	53	—	104	1	—	2	4	16	26	2	—	16	40	1	108
—	15	—	36	2	—	4	—	2	2	—	—	17	13	—	40
13	26	3	136	17	—	4	—	12	43	7	7	26	58	2	176
—	14	1	80	11	—	—	—	3	31	1	—	2	45	2	95
6	4	—	15	—	—	4	—	—	—	—	—	7	4	—	15
—	1	—	1	—	—	—	—	—	—	—	1	12	—	—	13
7	7	2	40	6	—	—	—	9	12	6	6	5	9	—	53
16	24	—	206	4	—	6	3	45	95	7	7	18	39	1	225
1	2	—	16	1	—	—	—	2	13	2	—	3	1	—	22
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	—	—	—	1	—	—	1
—	—	—	4	—	—	—	—	1	1	—	—	—	—	—	2
—	—	—	1	—	—	—	—	—	2	—	—	—	—	—	2
4	14	—	42	—	—	—	—	7	8	1	—	2	16	—	34
2	4	—	22	1	—	2	1	7	3	1	—	—	5	—	20
—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	1
—	3	—	22	1	—	1	—	8	18	—	—	1	10	—	39
3	—	—	26	—	—	—	1	7	11	—	7	3	3	—	32
1	—	—	9	1	—	—	—	—	6	1	—	—	—	—	8
2	1	—	11	—	—	1	—	2	8	1	—	2	2	1	17
—	—	—	8	—	—	1	—	—	4	—	—	—	—	—	5
1	—	—	12	—	—	—	—	4	12	1	—	5	1	—	23
1	—	—	2	—	—	—	—	1	—	—	—	1	—	—	2
1	—	—	21	—	—	—	—	3	8	—	—	—	—	—	11
—	—	—	6	—	—	—	1	3	1	—	—	—	1	—	6
36	38	1	279	5	—	10	13	95	67	9	15	27	36	—	277
9	6	—	63	—	—	2	4	25	13	3	1	9	15	—	72
14	10	—	86	5	—	5	4	31	16	3	5	9	11	—	89
13	22	1	130	—	—	3	5	39	38	3	9	9	10	—	116
36	44	3	237	13	1	7	10	67	77	22	8	31	51	—	287
4	14	1	26	1	—	2	3	2	2	2	—	1	12	—	25
—	10	—	25	3	1	3	2	14	11	9	—	—	11	—	54
9	7	2	42	—	—	—	1	7	12	1	3	8	6	—	38
12	10	—	83	3	—	1	2	22	35	8	4	14	13	—	102
3	1	—	9	2	—	—	1	4	1	1	1	3	2	—	15
4	—	—	7	1	—	—	—	4	3	—	—	—	1	—	9
—	1	—	3	2	—	1	—	1	3	1	—	1	3	—	12
4	1	—	42	1	—	—	1	13	10	—	—	4	3	—	32
8	8	—	53	2	—	4	3	13	26	2	5	9	6	—	70
6	3	—	31	1	—	3	1	5	18	2	1	4	4	—	39
2	5	—	22	1	—	1	2	8	8	—	4	5	2	—	31
—	—	—	1	—	—	—	—	—	2	—	—	—	1	—	3
7	3	—	41	—	—	1	1	4	13	—	—	11	6	2	38
1	1	—	10	—	—	—	1	—	4	—	—	3	1	—	9
6	2	—	31	—	—	1	—	4	9	—	—	8	5	2	29
4	8	—	27	1	—	20	—	3	13	2	3	5	5	—	52
128	219	7	1,173	45	4	59	34	260	392	54	51	164	257	6	1,326

TABLE H-7—Employment Fatalities by Industry‡ and Type of Accident, Canada, 1966 and 1965

Type of Accident	1966*							
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*
Striking Against and Stepping on Objects:								
Tools	—	—	—	—	—	—	—	—
Machinery	—	—	—	—	—	—	—	—
Belts, pulleys, chains, lines, etc.	—	—	—	—	—	—	—	—
Working materials	—	—	—	—	—	—	—	—
Nails and spikes	—	—	—	—	—	—	—	—
Buildings and structures (including parts of these)	—	—	—	1	1	—	2	—
Working surfaces	—	—	—	—	—	—	—	—
Miscellaneous	—	—	—	—	1	—	—	—
TOTAL	—	—	—	1	2	—	2	—
Struck by:								
Tools	—	—	—	—	1	1	—	—
Machinery	2	—	—	2	7	2	—	—
Belts, pulleys, chains, lines, etc.	—	2	—	—	1	1	—	—
Cranes, derricks, other hoisting or conveying apparatus	—	1	—	—	2	4	1	—
Automobiles or trucks	1	2	—	2	4	15	8	1
Tractors, loadmobiles, etc.	2	1	—	—	3	3	1	1
Mine or quarry cars	—	—	—	5	1	—	—	—
Trains or other railway vehicles	—	1	—	2	3	3	11	—
Streetcars	—	—	—	—	—	—	—	—
Other motor-driven transportation vehicles, N.E.C.	—	—	—	1	—	1	—	—
Man-powered vehicles and craft	—	—	—	—	—	—	—	—
Objects thrown or kicked back by tools	—	—	—	—	—	—	—	—
Objects thrown or kicked back by machines	—	2	—	—	4	—	2	—
Objects being hoisted or conveyed	—	—	—	—	1	4	2	—
Objects falling or flying in mines and quarries	—	—	—	14	1	—	—	—
Materials being handled by fellow workers	—	—	—	—	2	1	—	1
Materials being handled by victim	—	1	—	—	1	1	—	1
Materials falling from stockpiles and loads	—	7	—	—	5	3	1	1
Another person (other than acts of violence)	—	—	—	—	—	—	—	—
Animals	—	—	—	—	—	—	—	—
Falling trees or limbs	2	43	—	—	4	5	—	—
Landslides or cave-ins	—	—	—	12	1	23	2	—
Flying particles	—	1	—	—	2	3	1	—
Animal-drawn vehicles	—	—	—	—	—	—	—	—
Miscellaneous	—	1	—	3	9	9	—	1
TOTAL	7	62	—	41	52	79	29	6
Caught In, On, or Between:								
Machinery	4	2	—	2	12	3	4	—
Belts, pulleys, chains, lines, etc.	1	—	—	3	3	—	—	—
Elevators, hoisting and conveying apparatus	—	2	—	2	2	6	1	1
Buildings and structures (including parts of these)	—	—	—	—	1	2	—	—
Automobiles and trucks	—	1	—	1	3	3	5	2
Tractors, loadmobiles, etc.	19	3	—	3	5	13	2	2
Mine and quarry cars	—	1	—	5	—	—	—	—
Trains or other railway vehicles	—	—	—	—	1	—	3	—
Streetcars	—	—	—	—	—	—	—	—
Miscellaneous transportation vehicles and craft	—	—	—	2	—	—	2	—
Materials in use or stored in plant	—	—	—	—	1	—	—	—
Objects in water (e.g., logs, boats, wharfs)	—	—	—	—	—	—	—	—
Miscellaneous	—	—	—	—	3	—	5	1
TOTAL	24	9	—	18	31	27	22	6

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

								1965†								
Finance	*Service*	*Public Administration*	*Total*	*Agriculture*	*Forestry*	*Agri-Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	4	—	—	—	—	1	1	1	1	—	—	—	4
—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	1	—	1	—	—	2	—	—	1	—	5
—	1	—	6	—	1	—	1	1	2	3	1	—	1	—	10
—	—	—	2	—	1	—	1	1	1	1	—	—	—	—	5
—	—	—	13	—	1	—	2	5	4	3	—	—	1	—	16
—	—	—	4	—	1	2	1	—	2	1	—	—	—	—	7
—	—	—	8	—	1	—	—	3	9	2	—	—	—	—	15
—	1	3	37	1	—	—	2	4	7	5	2	—	2	—	23
—	1	—	12	—	—	—	—	2	2	3	—	—	—	—	7
—	—	—	6	—	—	—	1	—	—	1	—	—	—	—	2
—	—	1	21	—	—	—	—	—	1	15	1	—	—	—	17
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	1	—	1	—	2	1	—	—	—	—	5
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	2
—	—	1	9	—	1	—	3	7	3	—	—	—	—	—	14
—	—	—	7	—	2	—	3	—	1	2	—	—	—	—	8
—	—	—	15	—	—	—	20	—	1	—	—	—	—	—	21
—	—	—	4	—	2	—	—	1	1	—	—	—	—	—	4
—	—	—	4	—	2	—	—	—	2	1	—	—	—	1	6
—	—	—	17	—	13	—	—	7	4	6	1	—	—	—	31
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	1	—	1	2	—	—	—	—	—	—	—	—	—	—	2
—	—	—	54	—	51	—	24	1	3	1	—	—	—	—	80
—	—	—	38	—	—	—	11	2	36	—	—	—	—	2	51
—	—	—	7	—	—	—	2	1	1	—	—	—	—	—	4
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	23	—	4	—	4	5	6	4	1	—	—	—	24
—	3	5	284	3	81	2	75	39	85	47	6	—	3	3	344
—	1	—	28	8	—	—	4	8	5	1	—	—	—	—	26
—	—	—	7	—	—	—	2	—	1	—	—	—	—	—	3
—	—	—	14	—	—	—	—	2	—	1	—	—	—	1	4
—	—	—	3	—	—	—	—	—	1	—	—	—	—	1	2
—	—	1	16	—	2	—	1	3	7	6	4	—	—	—	23
—	1	—	48	18	2	—	1	5	10	3	3	—	—	—	42
—	—	—	6	—	—	—	6	—	—	—	—	—	—	—	6
—	—	—	4	—	—	—	—	—	1	—	—	—	1	—	2
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	4	2	—	—	—	1	—	—	—	—	—	—	3
—	—	—	1	—	—	—	—	1	—	1	—	—	—	—	2
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	9	—	2	—	1	2	7	1	1	—	—	—	14
—	2	1	140	28	6	—	15	22	32	13	8	—	2	1	127

TABLE H-7—Employment Fatalities by Industry‡ and Type of Accident, Canada, 1966 and 1965 (Continued)

Type of Accident	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade
	1966*							
Collisions, Derailments, Wrecks, etc.:								
Involving steam railways	1	—	—	1	4	4	16	1
Involving street railways	—	—	—	—	2	—	—	—
Involving automobiles and trucks	4	8	2	6	12	23	54	20
Involving tractors, loadmobiles, etc.	2	1	—	1	—	3	6	2
Involving mine and quarry cars	—	—	—	—	—	—	—	—
Involving water craft	1	—	—	—	—	2	—	—
Involving aircraft	—	2	—	3	1	—	19	—
Involving other transport agencies	—	—	—	—	—	1	—	—
Involving elevators and other hoisting and conveying apparatus	—	—	—	—	—	—	—	—
Involving animal-drawn vehicles	—	—	—	—	—	—	—	—
Involving miscellaneous agencies	—	—	—	—	—	—	1	—
TOTAL	8	11	2	11	19	33	96	23
Falls and Slips:								
Due to rough ground or floor surface	—	—	—	—	—	—	—	—
Due to collapse of resistance	—	—	—	—	—	—	—	—
Due to tripping over or stepping on object	—	—	—	—	1	—	1	—
Due to slippery surface	—	—	—	—	—	3	—	—
Due to slipping while handling materials	—	—	—	—	2	—	—	—
Due to slipping while operating machines	—	—	—	—	—	—	1	—
Due to physical condition of workman	1	—	—	1	5	3	8	2
Due to vehicles in motion	—	—	—	2	—	—	2	—
Miscellaneous falls on same level	—	—	—	1	2	1	—	—
From ladders or stairs	—	—	—	2	2	4	4	1
From scaffolds and stagings	—	—	—	2	6	12	2	—
From platforms, ramps and stationary vehicles	—	—	—	2	1	5	2	1
From buildings, roofs and towers	—	—	—	1	4	24	2	—
From bridges, trestles and catwalks	—	—	—	2	1	12	—	—
From poles, trees, logs and stumps	—	—	—	—	—	1	3	—
From stockpiles and loads	—	—	—	—	—	1	—	—
From moving railway vehicles	—	—	—	1	—	—	1	—
From other moving transportation vehicles	2	—	—	—	1	4	—	—
Into holds of vessels	—	—	—	—	—	—	1	—
Into shafts, pits, excavations, etc.	—	—	—	9	1	4	—	—
Into rivers, lakes, seas or harbours	1	16	30	2	5	18	14	—
Into storage bunkers	—	—	—	1	1	—	—	—
Into vats, tanks or kilns	—	1	—	—	1	—	—	1
Miscellaneous falls to different levels	2	—	—	2	9	5	2	—
TOTAL	6	17	30	28	42	97	43	5
Conflagrations, Temperature Extremes and Explosions:								
Conflagrations	—	3	—	—	3	1	2	1
Exposure to welding flashes	—	—	—	—	1	—	—	—
Exposure to cold or cold substances	—	—	—	—	—	—	—	—
Exposure to steam or other hot vapours	—	—	—	—	—	—	—	—
Exposure to hot liquids or molten metal	—	—	—	—	1	—	—	—
Exposure to heat or hot substances, N.E.C.	—	—	—	—	—	—	—	—
Explosions—blasting accidents	—	—	—	1	3	2	—	1
Explosions of coal and/or dust	—	—	—	—	—	—	—	—
Air blasts (bumps) in mines	—	—	—	1	1	—	—	—
Explosions of steam pressure apparatus	—	—	2	—	—	3	1	—
Explosions of liquid air, gas pressure apparatus	—	—	—	—	—	4	3	—
Explosions of gasoline and/or oil	—	—	—	1	—	—	1	1
Explosion of chemicals	—	—	—	—	12	—	—	3
Ammunition and firearms (accidental)	—	—	—	—	—	—	—	—
Other explosions	—	—	—	—	3	1	—	—
TOTAL	—	3	2	3	24	11	7	6

*Preliminary †Revised

				1965†											
Finance	*Service*	*Public Administration*	*Total*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*
—	—	—	27	—	—	—	1	3	1	19	3	—	—	—	27
—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	1
—	10	7	146	2	2	—	3	20	14	71	29	—	4	10	155
—	—	—	15	4	2	—	3	5	7	1	1	—	2	2	27
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	3	—	—	3	—	1	—	11	—	—	—	—	15
—	1	—	26	3	1	1	2	6	5	26	1	—	3	16	64
—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	1	1	—	—	—	—	2	—	—	1	—	5
—	11	7	221	10	6	4	9	35	27	132	35	—	10	28	296
—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
—	2	—	5	—	—	—	—	1	1	—	—	—	—	1	3
—	—	—	2	—	—	—	—	—	3	—	—	—	—	—	3
—	—	—	1	—	—	—	—	1	2	—	1	—	—	—	4
—	1	—	21	—	3	1	1	3	2	5	2	1	6	—	24
—	—	—	4	—	—	—	—	1	—	1	—	—	—	—	2
—	1	—	5	—	—	—	2	—	—	—	—	—	—	—	2
1	1	—	15	—	—	—	—	3	5	3	—	—	—	—	11
—	—	—	22	—	—	—	1	5	18	2	—	—	1	—	27
—	—	—	11	1	—	—	—	1	—	3	—	1	1	—	7
—	3	—	34	—	—	—	2	4	25	2	—	—	1	1	35
—	—	—	15	—	—	—	1	3	5	2	—	—	—	—	11
—	—	—	4	—	—	—	—	—	—	3	—	—	—	—	3
—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	2	—	—	—	—	—	—	3	—	—	—	—	3
—	1	1	9	—	—	—	—	—	4	2	2	—	—	—	8
—	—	—	1	—	—	—	—	1	—	7	—	—	—	—	8
—	—	—	14	—	—	—	3	—	2	—	—	—	1	—	6
—	3	2	91	1	5	32	5	8	6	16	—	—	5	4	82
—	—	—	2	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	3	—	—	—	—	2	—	—	—	—	—	1	3
—	—	—	20	—	—	—	1	2	—	1	—	—	—	—	4
1	12	4	285	2	8	33	16	36	74	50	5	2	15	7	248
—	2	2	14	—	1	1	1	2	1	4	2	—	—	3	15
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	2
—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2
—	—	—	1	—	—	—	—	—	1	1	—	—	—	—	2
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	7	—	—	—	7	—	1	—	—	—	—	—	8
—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	2
—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	6	—	—	—	—	2	—	—	1	—	—	—	3
—	1	—	8	—	—	—	—	2	—	—	2	—	—	—	4
—	1	—	4	—	—	—	1	2	3	1	2	—	1	—	10
—	—	—	15	—	—	—	—	4	—	7	—	—	—	—	11
—	—	—	—	—	—	—	—	—	13	—	—	—	—	—	13
—	—	—	4	—	1	—	—	7	1	—	3	—	—	1	13
—	4	2	62	—	2	1	11	21	20	15	10	—	1	4	85

TABLE H-7—Employment Fatalities by Industry‡ and Type of Accident, Canada, 1966 and 1965 (Concluded)

Type of Accident	1966*							
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*
Inhalation, Contact, Absorptions, Ingestions, and Industrial Diseases:								
Exposure to acids, alkalis and similar chemicals	—	—	—	—	2	—	—	—
Exposure to poisonous gases	1	—	1	3	2	1	1	—
Exposure to dust (silicosis, etc.)	—	—	—	24	14	1	—	—
Exposure to poisonous vegetation	—	—	—	—	—	—	—	—
Exposure to radioactive substances	—	—	—	1	—	—	—	—
Industrial diseases, N.E.C.	—	—	—	2	—	—	—	—
Exposure to miscellaneous poisonous agencies	—	—	—	—	1	—	—	—
TOTAL	1	—	1	30	19	2	1	—
Contact with Electric Current:								
Lightning accidents	1	—	—	—	1	2	—	—
Exposure to or contact with electricity	1	—	—	—	9	16	19	1
TOTAL	2	—	—	—	10	18	19	1
Over-Exertion:								
Over-exertion resulting in strains, hernia, etc.	—	—	—	1	3	8	10	4
TOTAL	—	—	—	1	3	8	10	4
Miscellaneous Accident Types:								
Violence	3	1	—	—	—	—	1	—
Bites, stings, etc., by animals, reptiles and insects	—	—	—	—	—	—	—	—
Infection, N.E.C.	—	—	—	—	—	—	—	—
Miscellaneous	2	1	1	3	4	4	7	2
TOTAL	5	2	1	3	4	4	8	2
GRAND TOTAL	53	104	36	136	206	279	237	53

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

				1965†											
Finance	*Service*	*Public Administration*	*Total*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*
—	—	—	2	—	—	—	—	1	—	—	—	—	—	—	1
—	1	2	12	—	1	—	5	8	2	7	—	—	—	—	23
—	—	—	39	—	—	—	32	25	—	—	1	—	—	—	58
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	4	—	—	—	—	—	—	—	4
—	1	—	3	—	—	—	2	8	—	—	—	—	1	—	11
—	—	—	1	—	—	—	3	1	1	—	—	—	—	—	5
—	2	2	58	—	1	—	46	43	3	7	1	—	1	—	102
—	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—
—	—	1	47	5	1	—	2	15	21	13	3	—	—	2	62
—	—	1	51	5	1	—	2	15	21	13	3	—	—	2	62
—	6	2	34	—	1	—	—	3	3	4	1	—	1	2	16
—	6	2	34	—	1	—	—	3	3	4	1	—	1	2	16
—	—	1	6	—	—	—	—	—	—	1	—	—	2	4	7
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
—	—	2	26	2	—	—	1	7	10	4	1	—	2	1	28
—	—	3	32	2	1	—	1	7	10	5	1	—	4	5	35
1	41	27	1,173	50	108	40	176	222	277	289	71	3	38	52	1,326

TABLE H-8—Employment Fatalities, by Industry‡ and Occupation, Canada, 1966 and 1965

Occupation	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total	Per Cent of Total
	*1966**												
Farmers and farm workers	50	1	—	—	1	—	1	—	—	1	—	54	4.6
Loggers and related workers	—	75	—	—	5	3	—	—	—	—	—	83	7.0
Fishermen, trappers and hunters	—	—	17	—	—	—	—	1	—	—	—	18	1.5
Miners, quarrymen and related workers	—	—	—	108	—	6	—	—	—	—	—	114	9.7
Craftsmen, production process and related workers	2	9	—	13	138	170	79	16	—	7	2	436	37.2
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	—	—	—	—	22	78	14	7	—	4	—	125	10.7
Transport and communication	1	10	16	2	16	11	128	10	—	1	3	198	16.9
Managerial	—	7	—	4	7	4	4	3	—	3	1	33	2.8
Professional and technical	—	1	1	8	4	2	2	1	—	6	2	27	2.3
Clerical	—	—	—	—	4	2	—	—	—	3	—	10	0.9
Sales	—	—	—	—	4	1	—	13	—	—	—	18	1.5
Service and recreation	—	1	2	1	4	2	9	2	1	16	19	57	4.9
Total	53	104	36	136	206	279	237	53	1	41	27	1,173	100.0
Per cent of total	4.5	8.9	3.1	11.6	17.6	23.8	20.2	4.5	0.0	3.5	2.3	100.0	—
Workers employed in thousands	544	76	26	121	1,744	499	620	1,180	302	1,622	419	7,152	—
Fatality rate per 10,000 employees	1.0	13.7	13.9	11.2	1.2	5.6	3.8	0.4	0.0	0.3	0.6	1.6	—

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.

TABLE H-3—Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Board, by Province, Canada 1966 and 1965

Province	1966*						1965†					
	Non-fatal						Non-fatal					
	Canada except Ontario and Quebec			Ontario and Quebec	Fatal	Total	Canada except Quebec			Quebec	Fatal	Total
	Medical Aid Only	Temporary Disability	Permanent Disability				Medical Aid Only	Temporary Disability	Permanent Disability			
Newfoundland	5,597	4,466	57		26	10,146	5,776	4,299	115		35	10,225
Prince Edward Island	1,186	1,074	7		2	2,269	1,249	1,122	20		2	2,393
Nova Scotia	14,804	9,830	86		33	24,753	14,447	9,230	280		31	23,988
New Brunswick	14,698	9,369	310		57	24,434	14,012	9,456	129		36	23,633
Quebec				170,701	310	171,011				160,541	247	160,788
Ontario				373,284	270	373,554	230,663	97,238	3,232		272	331,405
Manitoba	15,208	13,217	490		39	28,954	14,738	11,627	358		45	26,768
Saskatchewan	14,535	10,552	213		132	25,432	14,138	10,449	204		125	24,916
Alberta	31,770	23,508	913		115	56,306	31,247	22,443	968		119	54,777
British Columbia	52,542	26,749	1,325		178	80,794	54,227	25,916	1,240		206	81,589
TOTAL	150,340	98,765	3,401	543,985	1,162	797,653	380,497	191,780	6,546	160,541	1,118	740,482

*Preliminary. †Revised.

Workers Employed in Thousands	*Fatality Rate per 10,000 Employees*	*Agriculture*	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*	*Finance*	*Service*	*Public Administration*	*Total*	*Per Cent of Total*	*Workers Employed in Thousands*	*Fatality Rate per 10,000 Employees*
						1965†										
552	1.0	46	1	—	—	—	—	1	—	—	—	1	49	3.7	599	0.8
53	15.7	—	81	—	—	1	—	1	—	—	—	2	85	6.4	53	16.0
27	6.7	—	—	29	—	—	—	—	—	—	—	—	29	2.2	23	12.6
63	18.1	—	—	—	144	5	3	—	—	—	—	—	152	11.4	76	20.0
1,864	2.3	—	7	—	23	148	183	75	17	—	11	4	468	35.3	1,730	2.7
345	3.6	—	—	—	—	27	67	12	5	—	1	5	117	8.8	335	3.5
403	5.0	4	12	8	4	15	11	168	24	—	4	3	253	19.1	432	5.9
669	0.5	—	4	—	2	5	5	7	11	—	2	3	39	3.0	637	0.6
876	0.3	—	—	—	3	12	4	5	1	—	8	7	40	3.0	782	0.5
1,007	0.1	—	—	—	—	4	3	3	—	—	—	1	11	0.8	919	0.1
480	0.4	—	—	—	—	5	—	—	11	1	—	—	17	1.3	482	0.4
813	0.7	—	3	3	—	3	1	15	1	2	12	26	66	5.0	793	0.8
7,152	1.6	50	108	40	176	225	277	287	70	3	38	52	1,326	100.0	6,862	1.9
—	—	3.8	8.1	3.0	13.3	17.0	20.9	21.6	5.3	0.2	2.9	3.9	100.0	—	—	—
—	—	594	77	23	134	1,636	463	617	1,145	280	1,489	403	6,862	—	—	—
—	—	0.8	14.0	17.4	13.1	1.4	6.0	4.7	0.6	0.1	0.3	1.3	1.9	—	—	—

TABLE H-9—Employment Fatality Rates, Canada, 1966 and 1965

	1966*					
	Number of Fatalities			*Workers Employed in Thousands***		
	Men	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*
(A)—By Sex and Industry‡						
Agriculture	51	2	53	476	67	543
Forestry	104	—	104	74	2	76
Fishing	36	—	36	26	—	26
Mining	136	—	136	116	5	121
Manufacturing	202	4	206	1,361	383	1,744
Construction	278	1	279	482	17	499
Transportation	236	1	237	530	90	620
Trade	52	1	53	793	387	1,180
Finance	1	—	1	158	144	302
Service	36	5	41	643	979	1,622
Public Administration	27	—	27	324	95	419
TOTAL	1,159	14	1,173	4,983	2,169	7,152
(B)—By Sex and Occupation						
Farmers and farm workers	52	2	54	487	64	552
Loggers and related workers	83	—	83	53	—	53
Fishermen, trappers and hunters	18	—	18	27	—	27
Miners, quarrymen and related workers	114	—	114	63	—	63
Craftsmen, production process and related workers	434	2	436	1,603	261	1,864
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	125	—	125	324	21	345
Transport and communication	198	—	198	365	38	403
Managerial	31	2	33	591	79	669
Professional and technical	25	2	27	496	380	876
Clerical	7	3	10	343	664	1,007
Sales	18	—	18	300	180	480
Service and recreation	54	3	57	331	482	813
TOTAL	1,159	14	1,173	4,983	2,169	7,152
(C)—By Sex and Age Group						
15-19	52	—	52	393	321	714
20-24	143	2	145	587	389	976
25-44	557	3	560	2,278	825	3,104
45-64	344	8	352	1,554	590	2,144
65 Plus	63	1	64	171	44	215
TOTAL	1,159	14	1,173	4,983	2,169	7,152

*Preliminary. †Revised. ‡See footnotes 1-6, Table H-4.
**Figures may not add to the totals shown because of rounding.(DBS estimates, Special Surveys Division, special tables, 12-month averages).

1965†											
Fatality Rate per 10,000 Employees			*Number of Fatalities*			*Workers Employed in Thousands***			*Fatality Rate per 10,000 Employees*		
Men	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*
1.07	0.29	0.97	48	2	50	522	72	594	0.91	0.30	0.84
14.05	—	13.68	108	—	108	75	2	77	14.40	—	14.02
13.84	—	13.84	40	—	40	22	1	23	18.18	—	17.39
11.72	—	11.23	176	—	176	130	4	134	13.53	—	13.13
1.48	0.10	1.18	225	—	225	1,287	350	1,636	1.75	—	1.38
5.76	0.58	5.59	277	—	277	447	16	463	6.20	—	5.98
4.45	0.11	3.82	284	3	287	529	88	617	5.37	0.34	4.65
0.65	0.25	0.44	69	1	70	772	373	1.145	0.90	0.03	0.61
0,06	—	0.03	3	—	3	152	128	280	0.20	—	0.10
0.55	0.51	0.25	38	—	38	590	900	1,489	0.64	—	0.25
0.83	—	0.64	50	2	52	316	86	403	1.58	0.23	1.29
2.31	0.06	1.64	1,318	8	1,326	4,842	2,020	6,862	2.72	0.04	1.93
1.06	0.31	0.97	46	3	49	531	68	599	0.87	0.44	0.82
15.66	—	15.66	85	—	85	53	—	53	16.04	—	16.04
6.66	—	6.66	29	—	29	23	—	23	12.61	—	12.61
18.09	—	18.09	152	—	152	76	—	76	20.00	—	20.00
2.70	0.11	2.33	468	—	468	1,484	246	1,730	3.15	—	2.70
3.85	—	3.62	117	—	117	316	18	335	3.70	—	3.50
5.42	—	4.91	253	—	253	395	37	432	6.41	—	5.86
0.52	0.25	0.49	39	—	39	560	77	637	0.70	—	0.61
0.50	0.05	0.30	39	1	40	450	332	782	0.87	0.03	0.51
0.23	0.03	0.09	10	1	11	320	600	919	0.31	0.02	0.12
0.60	—	0.37	17	—	17	306	176	482	0.56	—	0.35
1.54	0.12	0.70	63	3	66	328	466	793	1.92	0.06	0.83
2.31	0.06	1.64	1,318	8	1,326	4,842	2,020	6,862	2.72	0.04	1.93
1.32	—	0.72	43	—	43	377	296	673	1.14	—	0.64
2.43	0.05	1.48	154	3	157	546	346	892	2.82	0.09	1.76
2.45	0.36	1.80	655	3	658	2,236	778	3,014	2.93	0.04	2.19
2.21	1.35	1.64	390	2	392	1,515	555	2,070	2.57	0.04	1.90
3.68	2.27	2.97	76	—	76	168	45	212	4.52	—	3.58
2.31	0.06	1.64	1,318	8	1,326	4,842	2,020	6,862	2.72	0.04	1.93

CIRRI Meeting

Continued from page 483

great influx of new employees whose average age is about 28 years.

Second Session

The second session of the meeting began with a discussion of wage and price guidelines and incomes policies in Canada.

Russell Bell, a member of the Economic Council of Canada, spoke on "The Economic Council's Views and Some Reactions to It."

He described economic conditions in Canada during the past couple of years. "As actual output in the economy moved closer to potential, . . . a number of people came to the conclusion that some kind of incomes policy was required," he explained.

Mr. Bell said that the Council had not focused its attention on one goal only, but on a number of basic economic and social goals. These were: full employment, a high rate of economic growth, reasonable stability of prices, a viable balance of payments and an equitable distribution of rising incomes.

The speaker discussed methods of achieving a "trade-off" between high employment and reasonable price stability. He said that there was a problem of immense difficulty in bringing the national interest to bear on the making of individual wage and price decisions.

An incomes policy may have the unfortunate effect of preventing changes in relative prices, costs and incomes needed to bring about the reallocation of resources required to meet changes in demand. To the extent that such policies impede the appropriate reallocation of resources, the nation's economic growth could be adversely affected," he said.

Most people tended to think of an incomes policy as a way to maintain a fixed relationship between rates of increase in labour productivity and rates of increase in wages. The CLC reflected this view in a February 1966 report, which rejected the "productivity approach" to guidelines because labour would not accept the position that wage rates should never advance faster than productivity. This would mean that labour's share of a rising national income should never increase. This arrangement would protect the status quo of relative incomes shares, the report said.

Mr. Bell added that an incomes policy would have little hope of succeeding in Canada because of strong regional differences, and divisions of jurisdiction between federal and provincial governments in key legislative areas in the field of industrial relations. Besides this, the federal Government had little influence over important sectors of the economy, particularly in manufacturing.

The position of collective bargaining in a unionized industry might be jeopardized by a controversy over the choice of an output figure and a labour input figure, if measurements of the rate of productivity changes are attempted at the industry level, Mr. Bell said.

The Economic Council's *Third Annual Review* states: "The structure of the Canadian labour movement is far from being such that the Canadian central bodies could enter into meaningful undertakings that would bind member unions to the observance of a set of guidelines. The most that they could do would be to urge conformance on a voluntary basis."

The report, however, stopped short of outright rejection in all circumstances. An incomes policy, it said, could play a useful, but temporary, role in times of crisis in applying corrective measures to basic problems.

In replying to the speaker, John Fryer, director of research, Canadian Labour Congress, added some of his views concerning the Economic Council's rejection of an incomes policy for Canada. He stated that incomes policy was usually a euphemism for wage policy or wage restraint. He explained that labour wants more equitable distribution of incomes, but rejects wage restraint and guidelines. "Incomes policy, si; wage restraint, no."

Not the Only Criterion

Mr. Fryer stressed that productivity is not the only criterion for an incomes policy. He said that labour groups prefer to rely on the "more intelligent and imaginative" use of fiscal and monetary policies to achieve a more equitable distribution of the nation's wealth.

Prof. Tait Montague, head of the Institute of Industrial Relations at the University of British Columbia, doubted that the Economic Council, made up of government, labour, management and public representatives, was the appropriate body to deal with the role assigned to it. He agreed that the mere linking of wages to productivity was not an incomes policy. "We don't know how to gear our wage system to give us stable labour costs,"he said.

In the discussion that followed, the panelists spoke about the difficulties associated with price guidelines and the adjustments that would be necessary, should they be adopted. It was said the collective bargaining today, like motherhood, is considered to be one of the sacred principles of our society. The panelists suggested, however, that if wage and price guidelines were adopted, the role of collective bargaining must be scrapped. The role of power in collective bargaining was then discussed. It was pointed out that the unions reject the status quo rigidity of productivity guidelines.

Two Professors Speak

In the afternoon session, two professors, Sidney Maxwell, School of Business, University of Toronto, and Richard S. Hodgson, School of Business Administration, University of Western Ontario, spoke about "Organization Theory and Its Application."

They described several styles of management that are either now widely used or just beginning to achieve popularity in the higher management circles of certain enterprises.

Prof. Maxwell discussed training programs for middle and higher management people for teaching methods of decision-making. He described the training course adopted by the Canadian National Railways and outlined the four phases of the program. In addition, he described some of the techniques of "sensitivity" training courses, but warned of the danger of mental breakdown in some of the trainees.

Example Cited

Prof. Hodgson then described "The Infancy and Childhood of Modern Organization Theory." He cited the example of the National Aeronautics and Space Agency in the United States to show how an organization that offers incentives for advancement can contribute to remarkable increases of productivity among employees.

He told the members of CIRRI that, in certain tests made of relations between employees and management, the more the workers were permitted to share in the decisions of management, the higher the level of their productivity. He added that management, however, was unwilling in most instances to give up their decision-making functions.

Officers Elected

At the annual business meeting, Prof. Stuart Jamieson, of the Economics Department at the University of British Columbia, was elected as president of CIRRI for the coming year. Dr. John Crispo, Director of the Centre for Industrial Relations at the University of Toronto, remained on the executive as past-president. Prof. Tait Montague, also of the University of British Columbia, was named secretary-treasurer.

The members of the executive committee for the coming year are: Prof. Louis-Marie Tremblay, Industrial Relations Department, University of Montreal; Prof. William Cunningham, Department of Economics, Mount Alison; and George Lach, Assistant Vice-President, Personnel, Canadian National Railways.

Government
Publications

labour gazette

Canada Department of Labour/September 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966 (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1965. Price 75 cents, Cat. No. L2-15/1965.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Cover Photograph

The People of Canada section at Expo 67 features the People Tree, a 66-foot stylized maple tree large enough to allow 300 people at one time to wander through its "foliage"—hundreds of coloured photographs depicting Canadians at work and play.

— *NFB Photo*

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50 Years Ago

From the Labour Gazette September 1917

An account of the rise in prices during war and its causes is given in a special article. The inflation of credit by governments hungry for military supplies, and the scarcity of goods are cited as main reasons

"The rise in prices which set in at the beginning of the war in nearly all parts of the world, 'taking off' from the already high levels reached by 1913, continued steadily, save for slight and temporary recessions; but toward the end of 1916 the movement acquired a steepness and rapidity in the prices of foods, fuel and other necessaries of life which created a serious situation in many countries," the LABOUR GAZETTE said in a special article on "War Prices—a Review of the Movement in Canada and in Other Countries," published in the September 1917 issue.

Further on, the article said that "by June 1917, retail food prices in Canada had risen 60 per cent since the beginning of the war." In consequence of this rapid rise in prices by midsummer 1917, a number of countries that had previously made some attempt to control prices took "further measures for control."

In Canada, food and fuel controllers were appointed. In the United States, legislation gave the President powers to control supplies and to fix prices through a food administrator. "In former wars, very high price levels have been experienced as operations of war required an increasing share of the products of industry and the efforts of the people," the article continued. "In England during the Napoleonic wars, the highest point was reached in 1809, at the crisis of the war, after which prices declined. The Sauerbeck index number, now continued in the London *Statist*, was estimated to have advanced from 130 in 1803 to 190 in 1809, falling to 110 in 1816.

"During the Crimean War the index number rose from 75 in 1851 to 101 in 1855 and to 105 in 1857, and again reached 105 in 1864 during the American Civil War. After the Franco-Prussian War, there was a rise in prices, and 111 was reached in 1873. Before the present war, this index number had risen from 61 in 1896 to 85 in 1913, but averaged 137 for 1916 and reached 179.3 for June 1917.

"In the United States, the index number of wholesale prices of the Bureau of Labor Statistics rose from 141.0 in 1860 to 317.5 in 1864. In France, an index number of wholesale prices published by the Ministry of Labour rose from 133 in 1869 to 137 in 1870 and 148 in 1871.

"The chief factor to be noted in price movements during the war is the enormous increase in the demand for goods of nearly every variety, as contrasted with the decrease in the production of many necessaries of life. Since governments have unlimited credit, in theory at least (and power to commandeer supplies in their own and occupied territory), civilian needs come second, and the government demand has full effect in bidding for the supplies available, thus raising prices greatly when there is scarcity. The diversion of men to the armies, and to the production of goods for the operations of war, reduces the production of goods for other purposes unless means are found for maintaining this, for instance, by recourse to more female labour, greater use of machinery, development of new resources, etc. . . .

"It has been enunciated with increasing earnestness and persistence by not only economists, but the highest financial authorities, that a most important factor in the rise in prices has been the inflation of purchasing power—that is, an increase in the monetary supply without a corresponding increase in the goods for sale. In former wars, the issue of irredeemable paper money in large and increasing quantities was a prominent feature—notably in France during the revolutionary war, and in the United States during the Civil War.

"In the present war, however, except perhaps in Russia, over-issues of paper money have not been marked; but the inflation of bank credit as a result of the large government loans has been stated to have a similar effect in causing advances in prices when issued in greater volume than can be paid for by the public out of current savings, as such large issues involve increased bank deposits, loans, the circulation of cheques, drafts and other forms of effective purchasing power. . . ."

In Canada, "the greatest advances in retail food prices appeared in bread and flour in the early part of the war, but by the summer of 1916 these were almost as low as just before the war. From that date, however, until May 1917, prices advanced steadily, reaching a level almost twice as high as that in 1914. Bread was up to 8 cents per pound in most of the cities, and in some reached 10 cents. Flour reached about the same price per pound.

"The chief feature of the food market, however, from the autumn of 1916 to June 1917, was the great scarcity of potatoes, especially in Ontario and Quebec; but prices were very high throughout the Dominion, large quantities being shipped from New Brunswick and the Western Provinces where the crops were large. In many cities in Ontario, the price was up to $5 per bag in the spring when the planting of the new crops was taking place. . . .

"In meat, the advances were not so great, but sirloin steak averaged about 32 cents per pound in the early summer. Fresh pork was also about 30 cents per pound, and breakfast bacon was higher than 40 cents in many of the cities. Eggs had reached a very high level at the end of 1916, being as high as 85 cents [a dozen] in some of the cities. Storage eggs averaged 45 cents in January 1917. In the spring prices fell, but were still much higher than the prices of previous years, not falling lower than 30 cents in most of the cities...."

Labour Day Messages



MacDonald

A Time for Re-Dedication

By Donald MacDonald

Secretary-Treasurer
Canadian Labour Congress

As we celebrate this Labour Day, the Canadian labour movement stands at one of the most important stages of its history. Many significant events have taken place in the past year, and we are now at a point where we face decisions that may well have a marked bearing on the whole future of our movement. While, as Canadians, we have been celebrating the Centennial of our country, we have also been able to look back on a period of labour history which pre-dates Confederation and which has made a great contribution to the growth and welfare of Canada.

Now trade unions stand at an all-time high in point of membership, and the prospects for continued growth are exceedingly good. The membership of the Canadian Labour Congress, which represents the overwhelming majority of organized workers in Canada, is crowding the million-and-a-half mark. Many of our affiliated organizations are finding their personnel resources taxed in meeting requests for information and organization.

Outside the established trade union movement, there has been an enormous surge of interest in collective bargaining among many professional and semi-professional groups. The practice of bargaining collectively, which has always formed the basis of the trade union movement, is now being widely accepted. The significance of this development is one of the important situations now confronting the trade union movement.

These circumstances clearly prove the fallacy of those who, only a short time ago, were predicting the demise of the labour movement. It is now quite obvious that not only is our movement going to remain, and continue to increase in numbers and strength, but it is also going to play a more important role in the society of the future.

The collective bargaining activities of many of the organizations affiliated with the Canadian Labour Congress attracted considerable attention during the past year. In a number of instances, long-overdue wage increases were won and other improvements gained. The opposition that this trend met from some quarters was to be expected. Without exception, every gain won by labour in past years has been subject to the same type of criticism and has been accompanied by the same forecasts of disaster; but the economy has flourished, and the working people of Canada and their families have benefited from a better life.

Suggestions that working people are getting too large a slice of the economic pie are contradicted by the figures. Although there have been some fluctuations in the share of the Gross National Product going to salaries, wages and

Continued on page 587

A Tribute to the Working Force



Smith

By Charles Smith

Chairman
Canad'an Railway Labour Executives' Association

Labour Day is a day set aside in our calendar as a special tribute to the working force, a day on which we may reflect upon the achievements of labour in relation to the economic growth and expansion of our country.

During this Centennial year, evidence of labour's contribution is demonstrated in every Province, and the marvels of new construction in countless Centennial projects is a tribute to the adaptability of the workers to new methods and acceptance of technological change in the interests of increased efficiency.

Yet, labour unions are constantly under criticism because they advocate protection of the interest of employees so that they may share in the great benefits that science brings to our society.

The Canadian Railway Labour Executives' Association, representing International Railway Unions—the bedrock of trade unionism on the railways—deplores the unprincipled attacks made upon them from time to time by those who would seek for personal gain to disrupt the responsible, democratic bargaining processes established over a period of more than 70 years.

The Canadian Railway Labour Executives' Association has forged ahead since its inception in 1965 welding railway workers together so that they now speak with a strong voice on all issues of vital interest to the welfare of our railway family, not only as railway employees, but as responsible citizens of Canada.

Despite the assertions of those who would create chaos in labour relations, the Canadian Railway Labour Executives' Association has complete authority to make its own decisions and is not a satellite of the United States.

We view with appreciation the requirements in the Sanitary Code as recommended by the Public Health Engineering Division, Department of National Health

Continued on page 586

51st International Labour Conference

Conference adopts six new international labour instruments — two Conventions and four Recommendations

The 51st Session of the International Labour Conference, which was held in Geneva June 7 to 29, adopted six new international labour instruments—two Conventions and four Recommendations. The new standards bring the total number of Conventions to 128 and the number of Recommendations to 131.

The six new instruments* are:

—a Convention and a Recommendation on the maximum permissible weight to be carried by one worker;

—a Convention and a Recommendation on invalidity, old age and survivors' pensions;

—a Recommendation on the examination of grievances with the undertaking, with a view to their solution, and a Recommendation on communications between management and workers within the undertaking.

The work of the session also included:

—the first draft of a Recommendation on the improvement of conditions of life and work of tenants, share-croppers and similar categories, and a resolution calling for a study of ILO-related aspects of agrarian reform;

—general discussion and adoption of a resolution and conclusions on the ILO and technical co-operation and the ILO's contribution to the industrialization of developing countries;

—general discussion of the Director-General's report on the role of non-manual workers in developed and developing countries, and on ILO activities in 1966;

—adoption of the 1968 ILO budget amounting to $24,836,091.

—examination of a report on the application by member states of ILO standards. The 10 ratifications registered during this session brought to 3,302 the total number of ratifications of ILO Conventions.

—adoption of a number of resolutions on subjects other than technical questions included on the agenda, in particular a resolution on the fiftieth anniversary of the International Labour Organization in 1969.

*Complete texts of the recommendations and conventions passed during the 51st session of the ILO Conference can be obtained from the International Labour Office, Geneva, Switzerland; or Canada Branch, International Labour Organization, c/o Mrs. Gloria Ramesbottom, 4th floor, 178 Queen Street, Ottawa 4, Ontario.

Canadian Participation

Government delegates served on conference committees as follows: George V. Haythorne, Deputy Minister of Labour, Ottawa, primary member—selection and standing orders committees. John Mainwaring, Director, International Labour Affairs Branch, Department of Labour, Ottawa; Bernard Wilson, Assistant Deputy Minister, Department of Labour, Ottawa; Saul Rae, Permanent Representative and Ambassador of Canada to the European Office of the United Nations, Geneva; and Leonard Houzer, First Secretary, Canadian Permanent Mission, Geneva; substitutes—selection and standing orders committees. J. A. Beesley, First Secretary and Consul, Canadian Permanent Mission, Geneva—resolutions; J. K. Wanczycki, Legislation Branch, Department of Labour, Ottawa—application of Conventions and Recommendations; J. E. E. Osborne, Director of Research and Statistics, Department of National Health and Welfare, Ottawa—social security; Bernard Wilson, Assistant Deputy Minister, Department of Labour, Ottawa—grievances and communications; K. A. Pugh, Deputy Minister of Labour, Province of Alberta—maximum weight; Guy de Merlis, Labour Attaché, Canadian Embassy, Brussels—technical co-operation and industrialization.

Employer delegates on committees were: C. B. C. Scott, Assistant General Manager (Personnel), Hydro-Electric Power Commission of Ontario; substitute: W. J. McNally, Manager, Policy Department, Canadian Chamber of Commerce—resolutions; Mr. Scott; substitute: William H. Wightman, Manager, Industrial Relations Department, Canadian Manufacturers' Association—application of conventions and recommendations; Mr. Scott; substitute: R. M. Drennan, Manager, Employee Relations, Cyanamid of Canada Limited—social security; Mr. Scott; substitute: G. H. Paquette, Industrial Relations Manager, Imperial Tobacco Company of Canada Limited—grievances and communications; Mr. Scott; substitute; H. L. Wallis, Manager, Industrial Relations, E. G. M. Cape and Company Limited—maximum weight; Mr. Scott; substitute: Mr. Wightman—agricultural workers; Mr. Scott; substitute: Roland E. Wilkes, Executive Secretary, Railway Association of Canada—technical co-operation and industrialization.

Worker delegates on committees were: Joseph Morris, Executive Vice-President, Canadian Labour Congress; A. L. Hepworth, Director, International Affairs Department, Canadian Labour Congress—resolutions; Mr. Hepworth—recommendations; Louis H. Lorrain, First Vice-President, International Brotherhood of Pulp, Sulphite and Paper Mill Workers—social security; James Perna, Canadian

Director, United Glass and Ceramic Workers of North America—grievances and communications; Herbert Flesher, International Vice-President, International Hod Carriers' Building and Common Laborers' Union of America—maximum weight; Pierre Vadboncoeur, Legal Adviser, Confederation of National Trade Unions—agricultural workers; F. A. Armstrong, Vice-President, Brotherhood of Railway Carmen of America—technical co-operation and industrialization.

Director-General's Reply

To make effective headway in problems of human rights, industrialization, and employment, the International Labour Organization and all United Nations organizations must be able to work toward a common goal, and the ILO must have the necessary resources at its disposal, the Director-General said in his reply to those who spoke on his report (L.G., Aug., p. 472). Mr. Morse called for closer co-operation between all international organizations in the United Nations family to oppose poverty, backwardness and underdevelopment.

Delegates to the 51st International Labour Conference, which met in Geneva from June 7 to June 29, heard the director-General describe these objectives as the ones toward which the ILO should direct its efforts.

A total of 214 speakers addressed the conference on the Director-General's report. In his reply, Mr. Morse stated that the ILO had long been concerned with non-manual workers. Within its technical co-operation programs, the ILO had been providing assistance to many countries in training such important categories of non-manual workers as managers, supervisory staff, and officials of labour administrations.

The Director-General said that special attention must be paid to non-manual occupations in policies for the development utilization of human resources in both the industrialized and the less developed countries.

Mr. Morse added that he hoped to see the ILO become more firmly established in a position of influence, authority and inspiration in the field of social policy. "Until now, our member States and the ILO have tended to adopt a piecemeal approach to social problems," he said.

"Social policy is a whole complex of practical, inter-related measures carefully designed to make a positive and lasting contribution to the achievement of such fundamental goals as freedom from want, social and economic progress, and equality of opportunity," Mr. Morse explained. A social policy could not make a lasting impact on the problem of poverty if it did not take into account economic realities.

Mr. Morse singled out three spheres that should be given priority in the ILO's future course of action: human rights, industrialization and employment. "We must . . . ensure that preoccupation with economic growth and development does not serve as a pretext for exploitation of the worker, for inhuman conditions of work or for a denial of freedom," he said.

The Director-General spoke of the need for the ILO to make "its own special and distinctive contribution to a broader international programme, in which we would hope the United Nations Industrial Development Organization will play a leading role."

Another ILO priority that Mr. Morse noted was to increase levels of productive employment throughout the developing world. He cited wide-scale unemployment in the cities of many countries, and underemployment in rural areas, as obstacles to ILO world-wide objectives. ILO action in rural development, youth training and employment schemes had helped to improve the lot of two-thirds of mankind living at or below the subsistence level, he said.

The Director-General then stated his intention on the occasion of the ILO's 50th Anniversary in 1969 of putting forward a world-wide programme of action for the development of human resources, based on regional plans such as that adopted at the Eighth Conference of American States members held in Ottawa last September (L. G., Nov. 1966, p. 634). Referring to this latter plan, he said that it would remain a document of pious hopes unless the ILO was given the tools and resources with which to carry it out.

"It is up to our member states" said Mr. Morse, "to decide whether they have sufficient confidence in the ILO to invest in it as an instrument for greater prosperity, for progress and for peace."

Maximum Weight

The conference adopted a convention concerning the maximum permissible weight to be carried by one worker.

It requires member states that ratify it to take appropriate steps to ensure that workers assigned to manual transport of loads other than light loads receive prior training or instruction in working techniques, to safeguard health and prevent accidents. Moreover, the convention states that no worker be permitted or required to carry loads likely to jeopardize his health or safety. Additionally, in order to limit or to facilitate the manual transport of loads, suitable technical devices shall be used as much as possible.

The assignment of women and young workers to manual transport of loads other than light loads is to be limited. Where they are engaged in the manual transport of loads, the maximum weight of such loads is to be substantially less than that permitted for adult male workers.

A recommendation complementing this convention was also adopted.

The recommendation states that where the maximum permissible weight to be transported manually by one adult male worker is more than 55 kg., measures should be taken as speedily as possible to reduce it to that level.

The recommendation provides for the safeguarding of the health of women and young workers and proposes that competent authorities actively promote scientific research, including ergonomic studies on the manual transport of loads.

Participants at the 1966 preparatory technical conference concerned with drafting the maximum permissible weights for workers of both sexes had been advised, in the conclusions of an earlier meeting of experts, that the load levels set were theoretical and a proposal for a 50 kilogram limit (for men) recommended to cover differences of environment and work-rhythm in countries as disparate as, for example, India and Sweden.

Accordingly, the physiological aspects of load-carrying were taken into account; which include such individual factors as the worker's weight; size; degree of muscular development, general health; age; sex and training. Heavy muscular work, for instance, could be carried out—without excessive fatigue—if it were broken by suitable pauses. At the same time, load-carrying would be manifestly easier if loads could be carried symmetrically without awkward posturing.

Medically speaking, the conference noted that workers were subject to both acute and chronic ill-effects from lifting and carrying heavy loads excessively. Workers could suffer spinal and muscular injuries and also be adversely affected in the trunk, limbs, or the joints. At the same time, sudden increases in blood pressure could result in brain-haemorrhages—especially among older people.

The current trend in the packaging sectors of industrialized countries is towards smaller units. This was pointed out by the meeting of experts that preceded the Preparatory Technical Conference, and reflects the demand by commerce for packages that can be supplied directly to retailers and consumers. In turn, the establishment of a maximum permissible weights appeared to form part of a general pattern of development favouring improved conditions of work for load-carriers throughout the world.

The Conventions concerning pensions elaborated by the ILO in 1933 have been brought up to date with the adoption of a new instrument which is more general and more flexible. The new Convention has been modelled on the Social Security (Minimum Standards) Convention (No. 102) 1952 and makes appreciable and

reasonable improvements in the earlier standards.

The new Convention revises six 1933 Conventions: Convention 35 — old age insurance (industry, etc.); Convention 36 —old age insurance (agriculture); Convention 37—invalidity insurance (industry, etc.); Convention 38—invalidity insurance (agriculture); Convention 39—survivors' insurance (industry, etc.); and Convention 40—survivors' insurance (agriculture).

In ratifying it, member states can accept the obligations of the new Convention either entirely or partially in Parts II, III, and IV.

Part II provides that a member state shall give benefits to persons unable to engage in any gainful activity, to an extent prescribed, due to an incapacity likely to be permanent, or that persists after the termination of a prescribed period of temporary or initial incapacity.

Part III provides that a member state shall secure old age benefits for the persons protected.

Part IV provides that a member state shall secure survivors' benefits for the persons protected. This includes the loss of support suffered by the widow or child as the result of the death of the breadwinner.

In addition, a supplementary recommendation was adopted which could serve as a guide for further developments in social security legislation.

Grievances

The conference adopted a recommendation on the examination of grievances within enterprises with a view to their settlement.

After establishing methods of application, the recommendation provides in its general principles that: "Any worker who, acting individually or jointly with other workers, considers that he has grounds for a grievance should have the right to submit such grievance without suffering any prejudice whatsoever as a result; and to have such grievance examined pursuant to an appropriate procedure . . . . "

Collective agreements should include provision for an examination of grievances to promote their settlement under the procedures provided, and the parties should abstain from any action that might impede the effective functioning of these procedures, the Recommendation added.

Workers should have the right to participate directly in the grievance procedure and to be assisted or represented during the examination of a grievance by a representative in conformity with national law or practice, the Recommendation said.

Finally, unsettled grievances should be settled through procedures provided for by collective agreement; conciliation or arbitration by the competent public authorities; decision of a labour court or other judicial authority, or any other appropriate procedure, it said.

Communications Within the Undertaking

The conference adopted a recommendation on communications within the undertaking.

In its general considerations, the recommendation states that employers and employees recognize the importance of a climate of mutual understanding and confidence that is favourable both to the efficiency of the enterprise and to the aspirations of the workers.

The methods of communication should in no way derogate from freedom of association; or the workers' representatives.

Referring to the elements for a communications policy within the undertaking, the text continues: "Any communications system within the undertaking should be designed to ensure genuine and regular two-way communication between representatives of management and the workers; between the head of the undertaking, the director of personnel or any other representative of top management and trade union representatives or such other persons as may, under national law or practice, or under collective agreements, have the task of representing the interests of the workers at the level of the undertaking."

The recommendation suggests use of such media of communication as meetings for the purpose of exchanging views and information, supervisors' bulletins and personnel policy manuals, and house journals, magazines, and newsletters.

In particular, management should give information regarding general conditions of employment, including engagement, transfer and termination of employment; job descriptions and the place of particular jobs within the structure of the undertaking; possibilities of training and prospects of advancement within the undertaking; instructions for the prevention of accidents and occupational diseases; staff welfare services; and social security or social assistance schemes in the undertaking.

Tripartite Committee Formed

The conference set up a tripartite committee to examine the application of ratified Conventions and the fulfilment by member states of other obligations established by the constitution of the ILO.

The committee based its work, as usual, on the reports and other information supplied by governments, as well as on the technical examination that had been carried out in the report of the Committee of Experts on the Application of Conventions and Recommendations.

On this occasion, the committee reviewed the functions of the ILO supervisory bodies concerning conventions and recommendations, and discussed various suggestions. It emphasized the impressive evolution that had taken place, both in the volume of reports and information to be examined and the methods of examination and the situations considered.

The committee discussed international protection of human rights, particularly in connection with the covenants adopted by the United Nations in December 1966.

In addition, the committee noted new cases of progress or assurances given to it in respect of members' obligations, particularly as a result of exchanges of views that took place in the committee.

The committee devoted part of its work to the problem of hours of work. This had been dealt with in the general survey carried out this year by the committee of experts on the basis of reports of governments. The committee noted a general reduction of hours of work. It found that at present, normal working hours were less than 48 hours per week in about two-thirds of the countries covered by the survey, and about 30 of these countries have already adopted the "social standard" of 40 hours.

In addition, it noted that normal hours of work exceeding 48 hours per week were still frequently found in certain activities and that overtime sometimes led to excessively long actual hours of work. The committee stressed the need for legislation to establish essential guarantees, combined with a certain degree of flexibility to take into account the role of collective bargaining.

50th Anniversary (1969)

The conference unanimously adopted a resolution calling for the celebration in connection with the 50th Anniversary of the ILO in 1969.

In addition to commemorative activities throughout the year, special ceremonies will be held on June 18, 1969, during the 53rd session of the conference and ceremonies will be held in member countries on October 29, 1969, the anniversary of the first session of the conference in 1919.

The purpose of the celebration is to promote a broader and fuller understanding of, and more active support for, the ILO's objectives, and to intensify a "continuous and concerted international effort to promote the common welfare in freedom and dignity."

According to the resolution, it is expected that governments, employers and workers in ILO member countries, as well as other governmental and non-governmental organizations, will take part in the Anniversary activities.

Carleton professor wins labour fellowship

Carleton University professor Bruce A. McFarlane has won the 1967 Canada International Labour Fellowship. The fellowships, valued at $6,000 plus an equal amount for expenses, are awarded annually to senior Canadian scholars to promote research into manpower, industrial relations and general labour problems at the International Institute for Labour Studies in Geneva, Switzerland.

Prof. McFarlane is at present Chairman of the Sociology Department at Carleton University, consultant to and National Rapporteur for Canada to the Directorate for Scientific Affairs of the Organization for Economic Co-operation and Development (OECD), Paris, and Consultant to the Royal Commission on Bilingualism and Biculturalism.

Dr. McFarlane will spend one year in Europe to investigate the impact of technological change upon the education, training, utilization and careers of a number of sub-professional groups — primarily technicians — of several western European countries. On his return here, he will compare the European experience with that of Canada.



Prof. B. A. McFarlane

Toronto labourers strike ends after seven weeks

In the early part of July about 3,000 labourers ended a seven-week strike that had crippled much of Metropolitan Toronto's construction industry. A series of strikes and lockouts had stopped work on road, sewer and watermain projects that employed union labour.

The new agreement meant a minimum increase of 95 cents an hour over a 36-month period. Fringe benefits in the new contract included a provision that water for drinking and washing should be available for those working on sewers, watermains and road-building projects. Other provisions called for shelters for the men to eat their lunches in during the winter, and the supply of oilskins and boots in inclement weather.

When labourers employed by four contractors working on a subway contract went on strike about the middle of May, other contractors engaged in heavy construction applied a lockout in retaliation. About 500 employees were affected by the lockout imposed by 30 companies.

Occupational Training Act passed by Parliament

The Adult Occupational Training Act, which was recently passed by Parliament, is intended to provide training services and training allowances for all adults who wish to take advantage of the training offered and who are in a position to benefit by it.

The new act replaces the Technical and Vocational Training Assistance Act, under which retraining was available only to workers who were unemployed or who belonged to certain special categories. The Minister of Manpower and Immigration, in a statement about the new act, said that every person in Canada who had been out of school for more than a year would be eligible to benefit from it.

The training allowances that may be paid under the program range from $35 to $90 a week, and the Minister said that the only restriction on their payment was that they must not be used "to compete with the school system. They are designed for retraining, not to make training a substitute for school."

An adult who has not attended school regularly for at least 12 months may apply at his nearest Manpower Centre to be enrolled in an occupational training course; and if the manpower officer who interviews him considers that he would benefit by training, the officer will arrange for him to be enrolled in a course that will increase his earning capacity or his opportunities for employment.

To be eligible for a training allowance as well as free training, however, an applicant must have been a member of the labour force substantially without interruption for not less than three years; or he must have one or more persons wholly or substantially dependent upon him for support.

The amount of the allowance depends on the number of dependents the man has, and the general level of earnings in his province or region. The actual scales, within these limits, are to be settled by consultation between the federal authorities and the provinces; and, if a province wishes, the federal Government will use different scales in different parts of the province to conform to variations in the local level of earnings. After June 30, 1968 the allowance limits will be raised each year as average hourly earnings in manufacturing rise.

The federal Government will pay 100 per cent of the costs of these allowances, which will be paid directly to the trainees. It will also pay 100 per cent of the costs of operating training courses for adults, and it may make loans to provincial governments to help with the purchase or construction of occupational training facilities.

The Parliamentary Secretary to the Minister of Manpower and Immigration said in the Commons during the debate on the bill that the Government hoped the number of persons taking adult training would double this year, and would grow substantially in the future.

U.S. Labor Secretary speaks for new employment act

"There are still many employers, some labor unions and some employment agencies guilty of subtle, but no less illegal violation of the equal opportunities principle and law", said U.S. Secretary of Labor, Willard Wirtz, testifying before the Senate Subcommittee on Employment, Manpower and Poverty in support of the Equal Employment Opportunities Act. He added that "past and present discrimination results in disproportionate unemployment rates among non-whites, Spanish-speaking persons and women."

Rotating strikes used in Hydro-Quebec dispute

A technique of rotating strike action was introduced in Canada by technicians, tradesmen and office workers for Hydro-Quebec during a seven-week-long dispute to protest working conditions.

Beginning on May 8, a series of 24-hour strikes was held in one section of Quebec after another. The 24-hour strike is common in public service industries in France, from where the employees borrowed the strike plan.

The object of the staggered strikes was to decrease services by the provincial utility's 9,000 employees to demonstrate their displeasure with the company's contract offers. The previous contract expired on December 31, 1966 and had not been renewed by the time the plan for strike action was adopted. Since essential services were supposed to be maintained, union spokesmen explained, it was a strike against the employer, not against the people.

The essential element of the tactic was surprise. Hydro officials did not know in which location the next strike would be called. A spokesman for Hydro-Quebec said that there was no danger of a power cut-off and that union officials had promised to provide emergency services throughout the strike, under the terms of an agreement signed between Hydro-Quebec and the Canadian Union of Public Employees, which maintains bargaining rights for the workers.

A negotiator for CUPE said that the unusual strike technique had been adopted partly to avoid the possibility that Quebec Premier Daniel Johnson would order an immediate return to work if all employees left their jobs at the same time. Premier Johnson, however, praised the Hydro-Quebec employees for using rotating strikes in place of a mass walkout. He said that the union's method has restored, to a certain degree, the prestige of the right of employees in public services to strike.

Services were disrupted for several hours as a result of power breaks, despite union promises to avoid such disruptions. Among those inconvenienced by the power failures were about 40 factories and businesses in the north end of Montreal. These disruptions prompted the writers of newspaper editorials to sharply rebuke public service employees for strike action that could deprive the public of essential services.

The Quebec Government later warned that it would step in with special legislation if the series of walkouts created any problems for the public. The warning was given in answer to a threat to convert the regional rotating walkouts into a strike. Mr. Johnson forestalled this possibility by inviting representatives of both groups to talks in his office.

After seven weeks of rotation strike action, the Hydro-Quebec employees voted on June 26 in favour of accepting the company's latest offer and returned to work immediately.

Farm labour agreement signed in California

A trend-setting farm labour collective agreement has been signed in the United States between the Di Giorgio Fruit Corporation and the United Farm Workers' Organizing Committee. At the same time, an 11-month-old boycott against the company was lifted.

A month later, in May, the U.S. Government and organized labour supported legislation that will give farm workers the right to form unions and bargain collectively with their employers. Farmers were exempted from the National Labor Relations Act (L.G. 1935, p. 605) passed by Congress more than 30 years ago.

The arbitration award covers nearly 3,000 workers at three properties of the company. The contract is of three years duration but may be re-opened after two years. The union may not strike at that time, and unresolved economic issues will go to binding arbitration.

Hourly wage rates were raised immediately from the prevailing federal minimum for California farm workers of $1.40 an hour to $1.65 an hour. Included in this is a 15-cent increase retroactive to the fall of 1966 for some workers. In 1968, there will be an additional increase of 5 cents an hour, bringing the hourly rate to $1.70. Piecework rates will be adjusted proportionate to the hourly wage increase. As yet, there is no basic minimum for piece-rate workers.

The contract provides for six paid holidays each year, a one-week paid vacation after one year of service, and two weeks after two years. The company has put $25,000 into a fund for health-welfare-pension benefits, and pays 5 cents hourly to the fund for each worker, retroactive to January 1967. The agreement provides for a hiring hall arrangement stipulating that the company must give the union 72 hours notice to produce needed workers before the company can hire outside the hiring hall.

The new contract is the climax of many years effort by diverse groups to organize farm workers, who have been generally regarded as among the most exploited of working groups.

Parliament

Bill C-135, to establish a Cape Breton Development Corporation to acquire, reorganize and rehabilitate certain coal mining works and undertakings on Cape Breton Island, to conduct coal mining operations in the Sydney coalfield, and to promote and assist the development of industry on Cape Breton Island to provide employment outside the coal producing industry and to broaden the base of the island's economy, was introduced by the Minister of Energy, Mines and Resources and was given first reading on June 15 (*Hansard* p. 1550). The bill provided for the setting aside of the sum of $20,000,000 for the purpose of promoting and assisting the development of industry on the island.

The bill passed second reading on June 19 (p. 1671) and third reading on June 27 (p. 2051). It received the Royal Assent on July 7 (p. 2396).

The House adjourned on July 7 until September 25 (p. 2396).

Two extensions granted ILO woman expert

The first ILO woman expert recruited in Canada, Mrs. Olga L. Crocker took up her appointment as an expert on clerical training in Kabul, Afghanistan, in July, 1964 under the United Nations Regular Program of Technical Assistance, by arrangement between the International Labour Office and the Government of Afghanistan.

On leave of absence from the Edmonton Public School Board, where she held the position of business education co-ordinator for the Bonnie Doon Composite High School, Mrs. Crocker was granted a one-year extension beginning January 1, 1966 and another year's extension beginning January 1, 1967.

The task on which Mrs. Crocker is engaged is to assist the Department of Labour of the Royal Afghan Ministry to improve office practice techniques, and to organize the training of clerical staff.

Social work program for women graduates

A new plan recently put into effect at the University of Manitoba enables women university graduates to enrol in the university's master of social work program on a two-day-a-week study schedule. The women students, who will have to qualify in the same way as regular students, may take as long as five years to complete the two-year program, but they are assured of positions upon graduation.

Technological Innovations And Collective Bargaining

Why is it that, although technological change has been with us for many decades, there seems to be more emphasis today on technological change than ever before, asked Félix Quinet, Chief, Collective Bargaining Division, Economics and Research Branch, in a paper delivered to the faculty and students of Laurentian University's Department of Business Administration. The title of Mr. Quinet's paper was "Technological Innovations and Collective Bargaining".

Mr. Quinet provided two answers: the kinds of technological change experienced in the last decade have been introduced at a more rapid rate than those introduced in earlier years, and current technological change has far-reaching effects on industry's manpower requirements. "The introduction of technological change in industry is generally associated with a substantial increase in the number of skilled, technical and professional occupations and a slower growth rate for the semi-skilled and unskilled occupational groups," he said.

Mr. Quinet then asked: If technological change, rapidly introduced, means that many workers, young and old, with much or little seniority, with much or little potential, may rapidly become useless, how can the parties to collective bargaining — labour and management — design ways to cushion the effects of technological change on the labour force? And if rapid technological change is a must for an employer or a businessman in order to compete successfully or even to survive in a given market, how can the collective bargaining process help this employer or this businessman to introduce the required technological change at the desirable rate, while minimizing the adverse effects that this change might have on the work force?

Being unable to answer these two questions in a categorical way, Mr. Quinet described the indications shown in Department of Labour studies that something positive has been done by labour and management to meet the challenge of technological change, both from the point of view of industrial efficiency and human welfare.

Impact on Techniques

The advent, or even the expectation of technological change is going to have an impact on both the kinds of provisions included in collective agreements and the way in which the collective agreement is negotiated, in other words, on the techniques of collective bargaining. Mr. Quinet said everyone agrees that the introduction of new equipment can result in problems that require a different approach from labour and management than, say, problems resulting from a wage demand. In the latter case labour and management often make a hurried compromise during a tense bargaining session in order to avoid a threatened strike or lockout, but "it is hard to conceive that the problems resulting from the introduction of automated machinery might be properly discussed in the same atmosphere of tension and pressure."

Here Mr. Quinet listed a few questions that can be raised as a result of technological innovations: How many of the current jobs will become obsolete? How can we retrain the people we now have to fill the new jobs created by the new technology? If some of the people we have cannot be retrained, what kind of arrangements can be made to ensure that these employees are transferred to jobs in the company, or outside, in which they could be usefully employed?

There are many similar questions, Mr. Quinet said, but the point he wanted to make was that the manpower problems, the problems of adjustment generated by technological change, "call for joint and sustained discussions and consultation by labour and management, and not for hurried and tense bargaining sessions in the traditional sense."

Mr. Quinet here recalled that governments in Canada have recognized this need for a new type of labour-management relationship in a context of technological change, citing as an example the federal government's Manpower Consultative Service, behind whose establishment one of the key principles was that appropriate steps should be taken well in advance of worker displacement resulting from technological change.

Technological Change Provisions

There has been an increasing incidence of technological change provisions in Canadian collective agreements since the early 1960s. A study of collective agreements in major manufacturing establishments in 1961-62 showed that very few agreements made specific references to technological change, Mr. Quinet said, but a recent study conducted by his Division indicated that out of 471 collective agreements covering 500 or more workers in all Canadian industries except construction, 137, or 30 per cent, contained at least one provision for adjusting to technological change. Altogether, there were 281 separate provisions of that kind.

Here Mr. Quinet quoted from a paper delivered by George Saunders, Director, Economics and Research Branch, at the Conference on Law and Industrial Relations in Toronto in May 1966. In that paper Dr. Saunders had stated that, in a period when both the Canadian and United States economies operated at high levels of employment and unprecedented prosperity, collective bargaining was concerned mainly with the distribution of money between the bargaining parties. But when unemployment rose and increasing international competition forced

Canadian industry to turn to mechanization as a means of production, which occurred more frequently in highly unionized industries, there was a noticeable shift in collective bargaining from concern with wages to concern about job security. In other words, Mr. Quinet commented, this growing incidence of technological change provisions can be related to a changing economic and technological environment.

In addition to being reflected in a growing number of technological change provisions in Canadian collective agreements, the impact of technological change on collective agreements can be reflected in other provisions. "It is my belief that the nature of technological change is such that to attempt to assess its extent or significance only on the basis of the incidence of specific technological provisions might, in fact, be misleading."

Technological change, he explained, could prompt many provisions that don't necessarily make obvious references to the problems from which they result. As an example he cited the case of a factory where the introduction of automated equipment might result in the employment of women, which, in turn, might result in the introduction of an "equal pay for equal work" provision. There might not be in that agreement any specific reference to the automated machinery.

Technological change provisions are of a great variety. Some provide for "total employment security," which is a written guarantee by the employer that if automation is introduced, workers in one or several occupational classes will not be laid off. Other provisions specify that workers whose jobs might be affected by changes in technology may benefit from retraining and readjustment programs. Others provide that when workers lose their jobs as a result of the introduction of technological innovations, the employer will take steps to cushion the drastic effects on the worker. And other provisions found in his Division's survey provided for a variety of joint labour-management arrangements to study a specific program and to review a number of measures related to technological change.

> Specific provisions for union-management consultation and for advance notice in a context of technological change are, of course, very significant. Would it be wrong on my part to assume that provisions for union-management consultation may imply that, to a certain extent, management is willing to divulge its future plans to the union in advance of their implementation? Provision for advance notice is equally significant in that the worker who is likely to be displaced can make plans, with the help of the union and of management, with regard to his possible transfer to another job within the company or to a job in another company. There is justification in saying that these types of provisions are likely to help create a new climate between labour and management, a climate calling for a more sustained dialogue and also perhaps for a greater sense of partnership.

Specific Examples

At this point Mr. Quinet provided specific examples of technological change provisions. He cited a collective agreement covering a press agency in western Canada, which contained a clause providing that during the life of the agreement, there would be no layoffs for economy reasons, or as a result of new automated processes or if a publication is sold or discontinued, and a provision for a joint standing committee to study the effects of automation in the company and to make recommendations for possible relocation and retraining of employees affected by new processes. Finally, the company agreed to provide the money for retraining employees.

Another example was a collective agreement covering a firm in the iron and steel products industry that said the company was, under specified conditions, prepared to assist employees to acquire their junior or senior matriculation. Another example was a collective agreement covering a large plant in eastern Canada, which contained a retraining provision developed jointly over a period of several months away from the bargaining table. Under this provision, the company provides on-the-job training and pays tuition fees and half the costs of text books for courses offered in the evening at the local vocational schools. If a shift worker enrols in these evening courses, he is assigned to day work during the school term.

Significance of the Provisions

Looking at the significance of technological change provisions in collective agreements, Mr. Quinet pointed out that "the way in which the parties to collective bargaining are to meet the challenge of technological change is likely going to be affected by the very nature of the industry where this change is taking place." He assumed that the problems of technological change might be approached by labour and management in a shoe factory in a different way from that in an airline company.

The kinds of technological change provisions in collective agreements might also be determined, to a certain extent, by the kind of impact generated by the change and also by the economic position of the firm or of the industry involved. In an industry where automation or technological change is severely slashing into the number of available jobs, the technological change provisions might stress security of employment or, for that matter, early retirement. In an industry where technological change results in the disappearance of a number of old jobs but results in the creation of an equal number of new jobs, the provision in effect in that industry will likely stress retraining.

In a period of economic slowdown for a firm or industry, technological provisions in that firm or industry might stress security of employment, but in times of economic expansion and buoyancy in the same firm or industry, provisions might stress retraining in order to not only retrain but retain their manpower.

Up to this point in his paper, Mr. Quinet said, he might have given the impression that what labour and management have been doing in facing up to technological change through collective bargaining is to adjust: to adjust manpower to the new requirements, to adjust training programs to the demands for new skills, etc. But he believed that labour and management through collective bargaining have done more than simply adjust to change. In adjusting to it and in jointly planning for change, they have contributed to change and may well have generated other changes in turn, he said. For example, when a collective agreement provision offers basic courses to workers with the financial and moral support of the company, that provision may represent a new venture in adult education, may generate new attitudes on the part of the workers towards education, and will most certainly lead to useful experiences. These provisions might, in fact, represent an experiment of wide significance that will in turn encourage similar changes and similar ventures elsewhere.

"In meeting the challenge of technological change, collective bargaining may in some instances pioneer new solutions, break new grounds and may, in fact, show the way to society at large in planning for the technological world of the future," Mr. Quinet said.

Collective bargaining could be strengthened through its responses to technological change, Mr. Quinet concluded. Technological change has had on collective bargaining an impact that has made of it an even stronger institution for dealing with the problems of evolution and change in general and not necessarily with changes of a technological nature. By gaining the habit of joint consultation on technological matters, Mr. Quinet asked, might not labour and management become better equipped, because of that practice, to deal jointly with problems other than those arising out of technological change?

Minimum Standards Legislation And Economic Policy

Important developments that have taken place recently in Canadian laws concerning minimum wages and hours have led to a fairly general upward revision in minimum standards. Phillip Cohen, a senior economist of the Canada Department of Labour, has described the Canada Labour (Standards) Code as "a package of minimum standards covering basic working conditions for workers engaged in industries coming within the legislative authority of Parliament."

Chief of the Department's Federal Industries Division in the Economics and Research Branch, Mr. Cohen presented an evaluation of the Code to the 25th Interstate Conference on Labour Statistics meeting in Toronto in June. He had evaluated the role of minimum standards in order to see whether the standards were effectively fulfilling their expressed objectives. "Such an assessment," he said, "must rest, in large measure, on a better understanding of the social and economic implications of wage and hours standards."

The Code came into effect on July 1, 1965 (L.G. 1965, p. 594), and it applies to such industries as shipping, air transport, interprovincial rail and highway transport and communications, as well as banking, uranium mining, grain elevators, feed mills, and certain crown corporations. It has introduced a set of minimum standards to these industries, which were not previously covered by provincial legislation. "Although federal government departments or departmental corporations are not directly covered by the Code," Mr. Cohen explained, "the Government has made a commitment to apply the same standards to employees in the public service as well."

Unique Legislation

He described the mechanics of the Code (L.G. 1965, p. 697) as "unique" because it both combines four major types of work standards in one act, and provides a high degree of flexibility. It also permits certain warranted deferments of both wage and hours-of-work provisions, without affecting the essential standards or excluding any classes of employees or industries. The "averaging principle" in the Code provides an additional degree of flexibility.

In order to illustrate the relationship between minimum standards legislation and economic policy, Mr. Cohen went on to describe the Department's experience with the Code.

Although not many employers had found it necessary to defer the increase of minimum wages to $1.25 an hour, deferments with respect to hours were more numerous. Mr. Cohen attributed this result to the provision that limits weekly hours to 48.

On the one hand, he said, management is faced with an increase in costs through overtime payments and additional manning if hours are to be reduced. On the other hand, workers may have reduced take-home pay. The Department is trying to achieve an accommodation through discussions with labour and management, and, as a last resort, through Inquiry Commissions.

Help or Hinder?

"A basic issue is whether minimum wages and hours legislation hinders or aids the normal collective bargaining system. Does it, as some authorities contend, detract from the collective bargaining process or does it act as a useful support?" Mr. Cohen asked. He stated that the effect of the Code was to encourage unions to re-examine its standards to see if their members agreed with them.

Another effect of the Code was to create a situation whereby "the issues it poses for management and labour may be resolved outside the formal bargaining system through tripartite discussions . . . Even where agreement cannot be reached through this means, the knowledge already gained by both parties of each other's positions can still provide a basis for settling the issues at the bargaining table."

The speaker commented that this exchange of knowledge between unions and employers in the Code would seem to strengthen the view that minimum standards legislation can act as a useful support to the collective bargaining process.

In his appraisal of the Code, Mr. Cohen discussed the difficulties in coping with the 48-hour week. This feature was the most difficult, although it was necessary to include it in order to reduce excessive hours of work.

He noted that the minimum standard of $1.25 an hour had already had a pervasive influence on provincial wage standards, and therefore had helped to raise substandard labour conditions outside federal jurisdiction.

He added: "There is growing recognition that minimum standards must be continually revised in the light of changing economic and social conditions." The question of the criteria to be used for this is, in turn, dependent upon the broader question of the rationale behind current and future minimum standards laws, he said. And this question leads to the topic of research needs — investigation into the impact of minimum standards laws on employment, wage structure and costs, and on productivity in the economy, the industry, and the plant.

Mr. Cohen described briefly the research program conducted by the Department of Labour in this area. It included mailed surveys covering all industries under federal jurisdiction concerning employment, wage distribution and working conditions. The results indicated some adverse effects on employment. For example, some industries experienced narrowed wage differentials.

Another feature of the research program is the development of a framework for studying the industrial relations system and its operation in federal industries. This framework will be useful in anticipating industrial relations problems and in determining the effects of the Code on the collective bargaining process. In this connection, Mr. Cohen mentioned that the Branch had recently published a report titled *Survey of Hours of Work in Great Lakes Shipping* (available from Economics and Research Branch, Canada Department of Labour).

Mr. Cohen's concluding point was that minimum standards policies can be developed to raise the substandard conditions that prevail in various sectors of the economy, in the same way that training and mobility programs were developed to help workers adapt to rapid technological and other economic changes. The social and economic implications of minimum standards are inter-related and must be largely determined by that which is economically practicable, he said. "Both these considerations . . . find a place in the justification and new rationale of labour standards legislation."

Part IV

Collective Agreements in Manufacturing

Hours of Work, Union Security And Other Provisions

The eight-hour day and the 40-hour week are still the standard provisions for hours of work in collective agreements covering workers in Canadian manufacturing industries. Part IV of this study of "Collective Agreements in Manufacturing," based on a recent survey conducted by the Canada Department of Labour, shows that in 88 per cent of the agreements the standard work day is eight hours, while in 81 per cent the standard work week is 40 hours.

Parts III (L.G., Aug., p. 484) and IV cover 42 types of provisions in 94 collective agreements that apply to bargaining groups of 1,000 or more employees in Canadian manufacturing industries. In all, 249,120 employees were included. An explanation of these two parts of the study was given in Part III.

Some of the principal findings of the survey are:

—a five-day work week is the rule in 89 of the 94 agreements;

—a union shop is specified in 24 agreements; and a modified union shop, with compulsory membership for new employees, is specified in an additional 19 agreements;

—compulsory checkoff of union dues appears in one form or another, in 58 agreements; and a voluntary checkoff is provided for in 28 agreements;

—all of the agreements make provision for arbitration: 77 provide for arbitration that is to be used only in difference arising out of the application, violation or interpretation of the agreement, while 17 agreements mention arbitration in other circumstances;

—provision for a board of arbitrators is made in 65 agreements and for a single arbitrator in 20 agreements.

Tables concerning a number of provisions are omitted, but the data they contain are summarized in the text below.

Some form of preferential hiring or rehiring was provided for in 16 collective agreements covering 33,220 employees. Provision for preferential treatment for union officials in case of lay-off was found in 32 agreements covering 92,340 employees. Seniority on transfer out of the bargaining unit was provided for in 38 agreements covering 87,550 employees.

The study examined special provisions for women. Most of the 94 agreements contained no specific provision of the kind. Specific reference to equal pay for equal work for women was mentioned in only nine of the agreements, which covered 18,590 employees. A separate seniority unit for women was included in 17 agreements covering 53,460 employees, and provision for maternity leave was included in 16 agreements covering 34,990 employees.

Provisions concerning older or handicapped workers were also studied. Of the 94 agreements, 26 agreements covering 75,690 employees included provisions concerning employment of older or handicapped workers. Specific provision concerning extension of employment after regular retiring age, however, was mentioned in only 3 agreements covering 7,400 employees.

Some of the miscellaneous provisions examined in the survey include paid meals, job posting, moonlighting, and work stoppages in other establishments.

Meal allowances in certain circumstances were provided for in 30 agreements covering 61,200 employees. The posting of job vacancies was specified in 47 agreements covering 143,040 employees. Moonlighting, or engaging in some other gainful occupation while employed by the company, was limited or prohibited, mostly during vacation or other leave, in 6 agreements covering 9,710 employees. Only 9 agreements covering 21,620 employees included clauses concerning the handling of goods from strike-bound firms or from other establishments affected by work stoppages.

The next issue of this journal will present Part I of a new survey concerning provisions in collective agreements covering office employees in Canadian manufacturing industries. Copies of this new survey, as well as the previous surveys in the series, which have been summarized in this journal, are available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour.

The findings of this survey are given in the accompanying tables and those that were published in Part III in the August issue.

The study was made by Henri Gallard, Barry Maloney, Sheila Rajani, Tim Thahane and Emile Vallée, of the Economics and Research Branch of the Department of Labour, under the supervision of Félix Quinet, Chief, Collective Bargaining Division.

It should be noted that in a number of cases the language used in the agreements was not entirely clear. In such instances, the provisions were classified subject to the proviso that they may be open to other interpretations as well.

Union Security

	Agreements		Employees Covered	
	No.	%	No.	%
Membership				
No specific provision	36	38	83,970	34
Closed shop	4	4	14,500	6
Union shop	24	26	87,400	35
Modified union shop (compulsory membership for new employees, with maintenance of membership for others)	17	18	39,000	16
Modified union shop (compulsory membership for new employees, with no mention of maintenance for others)	2	2	2,200	1
Maintenance of membership for present and future members	11	12	22,050	8
Check-off				
No specific provision	8	9	10,200	4
Voluntary, irrevocable	8	9	13,590	5
Voluntary, irrevocable with escape clause	20	21	42,910	17
Compulsory for all employees in closed or union shop	13	14	46,350	19
Compulsory for all employees in modified union shop	13	14	59,350	24
Compulsory for all employees in open shop	15	16	27,920	11
Other*	17	17	48,800	20

*Includes other forms of compulsory check-off.

Seniority

	Agreements		Employees Covered	
	No.	%	No.	%
Seniority on promotion				
No specific provision	10	10	32,050	13
Seniority taken into account together with other factors	14	15	49,190	20
Seniority governs where qualifications to perform the job are equal (equivalent, etc.)	42	45	98,670	40
Seniority governs where qualifications to peform the job are sufficient (normal, average, etc.)	26	28	67,010	27
Straight seniority	1	1	1,100	—
Other	1	1	1,100	—

The dash indicates a percentage of less than 0.6.

Seniority

	Agreements		Employees Covered	
	No.	%	No.	%
Seniority on layoff				
No specific provision	6	6	23,000	9
Seniority taken into account together with other factors	9	10	18,800	8
Senior employee retained provided his qualifications (or ability) to perform available job are equal (equivalent, etc.)	14	15	52,450	21
Senior employee retained provided his qualifications (or ability) to perform available job are sufficient (normal, average, etc.)	52	56	137,950	55
Layoff on the basis of straight seniority	7	7	7,920	3
Other	6	6	9,000	4
Retention of seniority during term of layoff				
No specific provision	17	18	39,570	16
12 months or less	17	18	27,560	11
13-24 months	11	12	23,380	9
25-36 months	2	2	2,450	1
Over 36 months	2	2	9,100	4
Graduated according to length of service, maximum 12 months or less	2	2	3,390	1
Graduated according to length of service, maximum 13-24 months	18	20	67,800	27
Graduated according to length of service, maximum 25-36 months	7	7	18,850	8
Graduated according to length of service, maximum over 36 months	7	7	12,810	5
Other*	11	12	44,210	18

*Includes provisions leaving the length of retention unspecified or indefinite.

Hours of Work

Daily hours*				
Number of daily hours not stated	3	3	4,430	2
7 hours	3	3	5,500	2
7½ hours	5	5	16,410	6
8 hours	82	88	221,580	89
9 hours	1	1	1,200	1

*Refers to "normal", "regular" or "standard" daily hours, of day-workers. Agreements making no explicit reference to "normal", "regular" or "standard" daily hours, were tabulated on the basis of straight-time daily hours.

Hours of Work

	Agreements		Employees Covered	
	No.	%	No.	%
Weekly hours*				
Number of weekly hours not stated	6	7	25,800	11
35 hours	3	3	5,500	2
36¼ hours	1	1	1,210	—
37½ hours	5	5	16,500	7
40 hours	76	81	196,780	79
42 hours	2	2	2,130	1
44 hours	1	1	1,200	—

*Refers to "normal", "regular" or "standard" weekly hours of day-workers. Agreements making no explicit reference to "normal", "regular" or "standard" weekly hours were tabulated on the basis of straight-time weekly hours.

The dash indicates a percentage of less than 0.6.

Standard Work Week

Work week days *				
Number of days not stated	4	4	20,230	8
Five	89	95	226,900	91
Other	1	1	1,990	1

*Refers to "normal", "regular" or "standard" work-week of day-workers.

Arbitration

Scope of arbitration				
No specific provision	0	—	0	—
Differences arising out of the application, violation or interpretation of the agreement only*	77	82	207,400	83
Scope of arbitration broader than above	6	6	11,590	5
Scope of arbitration not clear	11	12	30,130	12
Number of arbitrators				
No specific provision	1	1	1,000	—
Provision for single arbitrator	20	21	73,930	30
Provision for board of arbitrators	65	69	153,710	62
Provision for single arbitrator or board of arbitrators, depending on circumstances	8	9	20,480	8

The dash indicates a percentage of less than 0.6.

*Including differences as to whether or not a matter is arbitrable.

Miscellaneous Provisions

	Agreements		Employees Covered	
	No.	%	No.	%
Term of agreement				
Under 15 months	2	2	2,490	1
15-20 months	3	3	7,700	3
21-26 months	32	34	96,780	39
27-32 months	3	3	10,640	4
33 months and over	54	58	131,510	53
Cost-of-living bonus				
No specific provision	86	91	198,170	79
1-cent-an-hour wage adjustment for 0.6 change in Consumer Price Index	7	8	41,950	17
Other formula linked to the Consumer Price Index	1	1	9,000	4
Leave of absence for union business				
No specific provision	29	31	70,040	28
Extended leave for union officers (a year or more)	15	16	38,010	15
Limited leave for union business	4	4	7,940	3
Combination of the two above	39	41	123,610	50
Other	7	8	9,520	4
Severance pay and S.U.B.*				
No specific provision	48	51	123,580	50
Provision for severance pay, benefits specified in agreement (no S.U.B. plan)	24	26	50,510	20
S.U.B. plan, with or without severance pay	22	23	75,030	30

*"Severance pay" refers to special payments made to employees separated from employment with no expectation of recall. This does not include such payments as wages owing up to the date of separation, pay in lieu of notice, pay for unused vacation credits, pension benefits, payment of the employees's equity in a savings or profit sharing plan, and refund of his contributions to a pension fund. S.U.B. refers to supplemental unemployment benefit plans approved by the Unemployment Insurance Commission.

Guaranteed Minimum Income

Two approaches to provision of a guaranteed minimum income were examined in a paper prepared by Dr. James Cutt, an economist at York University, Toronto, for the annual meeting of the Ontario Welfare Council. These were: the negative income tax, or subsidy through the income tax structure to a family whose income falls below a stipulated minimum, and the universal demogrant or social dividend approach guaranteeing a specified income to all, without qualification.

Dr. Cutt's paper stated that the negative income tax, operating through the existing personal income tax mechanism, would take two general forms. In the first, an official minimum income level would be established, and payment used to make up the deficiency between actual income and the official minimum. And in the second, those individuals or families who were unable to take advantage of personal deductions and exemptions in the present tax structure would be paid all or a portion of unused exemptions. Both forms incorporated incentives to recipients to seek further earnings from work.

The "universal demogrant proposal" would operate on a much larger scale, providing not merely income supplements, but a uniform payment to all regardless of means. It might, or might not, be included in income for tax purposes, whereas the negative income tax would be partially recouped from taxable income.

Dr. Cutt examined the two approaches in depth, reviewing arguments made by proponents of both schemes, and concluded that the budgetry costs of a univeral demogrant were much higher, and that a compromise solution might be more easily attained under a negative income tax.

"The eligibility test required under a negative income tax scheme is a simple objective extension of present income tax procedures and cannot be compared to a means test," Dr. Cutt said. Serious administrative difficulties could be avoided if the negative income tax operated through the existing tax mechanism. And finally, although it was not as stabilizing an instrument as a universal demogrant, the negative income tax would increase the stabilizing effectiveness of the personal income tax.

Dr. Cutt thought that a negative income tax in Canada could be justified for four reasons:

(1) Canada's income tax structure is fluid after the Carter Commission's report had unequivocally endorsed equity as its primary objective, and suggested a more comprehensive definition of income and the continued use of progressive tax rates.

(2) in the eventuality that all Canadians will be covered by government medical insurance, the major contingency expenditure would be equalized for all families, greatly simplifying the task of defining a minimum income;

(3) Canada's social security and welfare system had undergone considerable reform over the last few years, and the principle of guaranteed income had been adopted in partial form—i.e., Family Allowance, Youth Allowance, and Old Age Security with its Guaranteed Income Supplement; and

(4) the substantial evidence of persistent poverty in Canada: 23 per cent of the population in 1961 had incomes below $3,000.

Dr. Cutt conceded that although "recent reforms in social security and welfare legislation will alleviate the situation," significant deficiencies remain. "Benefits under the Canada Assistance Plan are given on the basis of a so-called 'needs test,' which falls somewhere between a means test and a simple income test," and there is little justification for the existence of this old welfare tradition today.

The Canada Pension Plan Dr. Cutt described as "a highly regressive form of taxation" that did little to alleviate inequalities. "In its present form it cannot be considered a sufficient base for a meaningful war on poverty," he said.

Tax Exemptions

Tax exemptions, Dr. Cutt continued, might be re-defined more generously at $1,500 for an individual, $2,500 for a couple and $500 for each child. He suggested a progressive scale of negative tax rates based on unused exemptions, ranging from 50 per cent on exemptions of $4,000 and over to 15 per cent for $500 to $999.

Dr. Cutt said that the scheme would serve as the core of a rationalized welfare system and would be intended to replace almost entirely the present Old Age Security System, Family and Youth Allowances, the Canada Assistance Plan, and virtually all Provincial General Assistance programs. Special provision would continue to be made for the elderly and those unable to work.

"There may be a case for retaining a work-earnings related pensions scheme along with the scheme proposed, though the present scheme with its regressive means of financing runs directly contrary to the redistribution envisaged in the negative income tax scheme," he said. "The best solution would probably be the abandonment of the whole contributory pensions scheme . . . and the financing through general tax revenue of progressively more generous negative tax payments, particularly to the aged."

Two aspects of the present social security system would be retained with the negative tax scheme—short-term unemployment and provincial minimum wage legislation. The latter aspect had to be related to the scheme, he said, to ensure that negative tax payments did not become an incentive to pay substandard wages.

"A revised more generous program of unemployment compensation administered by the federal Government could be integrated into the negative tax scheme," he said. "In addition, the whole concept of a negative tax scheme, which provides modest assistance to those who are able to work, implies an effective role by Government toward the elimination of unemployment."

Statutory provision should be made for the annual of biennial revision of payments on the basis of an overall productivity index. "In this manner recipients would participate in the benefits of economic growth."

In conclusion, Dr. Cutt suggested that allowance would have to be made for regional disparities in the cost of living indexes. Negative tax payments should be related to regional cost-of-living indexes to provide equal geographical value of payment at any time. "Equally, protection of the real value of payments over time in the various regions would require the association of payments with regional price indexes."

Employment Fatalities in Canada

First Quarter, 1967

The employment fatalities covered in this review involved persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

The Department received reports on 211 employment fatalities that occurred in Canada during the first quarter of 1967. During the previous quarter, 303 fatalities were recorded. This is 86 more than the previously published total of 217 (L.G., Apr., p. 239). In the first quarter of last year, 277 fatalities were recorded—62 more than the preliminary figure of 215 (L.G., Aug. 1966, p. 446).

During the quarter, three multi-fatality accidents brought death to 26 workmen. Eighteen crew members of the fishing trawler *Cape Bonnie* died when the ship crashed on rocks and sank off the Nova Scotia coast in February. Five men died when the tug boat *Gulf Master* sank off the Straits of Georgia, B.C. in January. In that same month, three Winnipeg men died in an air crash near Dryden, Ont.

Three industry divisions accounted for 53.5 per cent of the total number of fatalities.* Of the total, 45 fatalities occurred in transportation, 38 in mining and 30 in construction. The remaining 46.5 per cent were distributed in other industry divisions as follows: forestry, 12.8 per cent; manufacturing, 12.3 per cent; fishing, 9.5 per cent; trade, 4.3 per cent; service, 3.8 per cent; agriculture, 1.9 per cent; public administration, 1.4 per cent; and finance, 0.5 per cent.

The 25-44 age group accounted for 44.6 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 32.7 per cent, and the remaining 22.7 per cent were distributed in the other age groups as follows: 20-24 age group, 12.3 per cent; 65-and-over age group, 6.6 per cent; and 14-19 age group, 3.8 per cent.

Three occupational divisions accounted for 60.2 per cent of the total number of fatalities: craftsmen, production process and related workers, 23.2 per cent; transport and communication workers, 21.3 per cent; and miners, quarrymen and related workers, 15.7 per cent.

The remaining 39.8 per cent were distributed in the other occupational divisions: loggers and related workers, 10.9 per cent; fishermen, trappers and hunters, 9.0 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 7.6 per cent; managerial, 3.3 per cent; professional and technical occupations workers and service and recreation workers, 2.8 per cent each; sales occupations workers, 1.4 per cent; and farmers and clerical occupations workers, 1.0 per cent each.

Three accident-type categories accounted for 70.2 per cent of the total number of fatalities. These were: struck by different objects and collisions and derailments, 25.6 per cent each; and falls and slips, 19.0 per cent. The remaining 29.8 per cent were distributed in other accident-type categories: inhalations, absorptions and industrial diseases, 8.5 per cent; caught in, on or between different objects, 6.6 per cent; over-exertion, 4.7 per cent; conflagrations, temperature extremes and explosions, 4.3 per cent; electric current, 3.3 per cent; and miscellaneous accidents, 2.4 per cent. No fatalities were recorded in the striking-against or stepping-on-objects accident-type category.

A cross-section analysis of the greatest concentration of fatalities reveals that the 25-44 age group accounted for 53.3 per cent of the total number of fatalities that occurred in transportation, and 56.7 per cent in construction. A similar cross-section examination of these industries to pinpoint the main concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 56.7 per cent of the total number of fatalities that occurred in construction, and 53.8 per cent in manufacturing. Transport and communication workers accounted for 73.3 per cent of the total number of fatalities that occurred in the transportation industries.

An analysis of cross-classifications of industry divisions by main accident-type categories reveals that 90.0 per cent of the fatalities in the fishing industry and 33.3 per cent in the transportation industry were the result of collisions, derailments and wrecks; 77.8 per cent of the fatalities in forestry were the result of being struck by different objects; and 36.7 per cent of fatalities in construction were the result of falls and slips on the same level and to different levels.

During the quarter under review, there were 69 fatalities in January, 59 in February and 83 in March. By province, the largest number of fatalities, 74, occurred in Ontario. In British Columbia there were 42 and in Nova Scotia 29.

*See Table H-1, p. 616

Price Indexes

Consumer, June 1967

The consumer price index (1949 = 100) increased 0.5 per cent to 148.8 at the beginning of June from 148.1 in May, which was 3.5 per cent higher than the June 1966 figure of 143.8.

In the current period, all main component indexes except health and personal care, which recorded a slight decrease, showed increases from the preceding month, with the introduction of a 5 per cent sales tax in Manitoba contributing to the rise.

The food index advanced 0.8 per cent to 144.8 from 143.7. Higher prices were reported for milk, bread, pork, sugar and potatoes. Prices also rose for a variety of other items including cheese, cookies, infants' food, jelly powder, chicken, grapefruit, apples, cabbage, celery, and a number of other fresh vegetables. Prices were lower for ice cream, cake mix, jam, butter and other fats, eggs, oranges, bananas, fresh and frozen strawberries, frozen orange juice, and fresh, frozen and canned fish. The price movements of various cuts of beef were mixed.

The housing index rose by 0.5 per cent to 151.2 from 150.5, largely as a result of general increases in rents. There was also a fractional advance in the household operation component of this index.

The clothing index increased 0.5 per cent to 132.5 from 131.9. Higher prices were reported for most items of men's, women's, and children's clothing, as well as for piece goods, clothing services and jewellery. Footwear prices were generally unchanged.

The transportation index rose by 0.6 per cent to 158.2 from 157.2. Higher prices were recorded for new automobiles, gasoline, and motor oil, and for most other automobile operation and repair items. Increased taxi, train, and inter-urban bus fares also contributed to the upward movement in the index.

The health and personal care index decreased by 0.2 per cent to 190.7 from 191.0, reflecting lower prices for a few personal care supply items. The recreation and reading index advanced 0.3 per cent to 167.1 from 166.6. Price increases in the items comprising the recreation component accounted for this rise. The tobacco and alcohol index increased by 0.2 per cent to 128.1 from 127.9, due to the effect of the Manitoba sales tax on Winnipeg alcoholic beverage prices.

Group indexes a year ago in June were: food 144.2, housing (shelter and household operation) 144.4, clothing 125.3, transportation 151.2, health and personal care 181.2, recreation and reading 159.3, and tobacco and alcohol 125.1.

City Consumer, June 1967

Consumer price indexes (1949 = 100) between May and June advanced in all cities except St. John's, Nfld., where there was no change. The increases ranged from 2.2 per cent in Winnipeg—largely as a result of the introduction of the Manitoba 5 per cent sales tax—to 0.2 per cent in Saskatoon and Regina.

Food index movements were mixed, with increases in six cities and decreases in four. The price of food advanced most in Winnipeg, Toronto, and Ottawa, where rises of 1.8 per cent, 1.6 per cent, and 1.3 per cent, respectively, were recorded. The largest decrease in food prices occurred in Montreal, where the food index decreased by 0.4 per cent. Housing indexes rose in all cities except St. John's, which recorded a slight decrease.

There were also widespread increases in the clothing indexes with advances in all cities except Vancouver; and the indexes for the transportation and the recreation and reading components rose in all ten cities without exception. Health and personal care index movements were mixed, with advances in two cities, decreases in seven and no change in one. The only change recorded in the tobacco and alcohol indexes occurred in Winnipeg, where the effect of the Manitoba sales tax caused a rise of 3.3 per cent.

Regional consumer price index point changes between May and June were: St. John's unchanged at 129.2*; Ottawa +0.8 to 147.0; Toronto +0.9 to 150.7; Winnipeg +3.1 to 145.0; Edmonton-Calgary +0.6 to 139.5; Vancouver +0.5 to 143.5; Halifax +0.4 to 140.7; Saint John +0.5 to 144.4; Montreal +0.4 to 147.6; and Saskatoon-Regina +0.3 to 139.4.

Wholesale, May 1967

The general wholesale index (1935-39 = 100) rose to 263.2 in May, up 0.4 per cent from the April index of 262.0, and 1.7 per cent above the May 1966 index of 258.9. Five of the eight major group indexes were higher in May, while two decreased. The chemical products group index was unchanged at 209.9.

The animal products group index moved up 1.4 per cent in May to 293.2 from the April index of 289.2 on higher prices for livestock, fresh and cured meats, and milk and its products. An advance of 0.7 per cent to 231.8 from 230.1 in the vegetable products group index reflected price increases for sugar and its products, livestock and poultry feeds, and potatoes. The textile products group index rose 0.5 per cent to 252.8 from 251.5 on price increases for imported raw wool, cotton fabrics, rayon yarns, and raw cotton. Increases of 0.2 per cent or less occurred in two major group indexes, wool products to 344.6 from 344.0, and iron products to 272.8 from 272.6.

The non-metallic minerals products group index decreased 0.4 per cent to 197.8 from 198.6 in response to lower prices for coal. The non-ferrous metals products group index moved down 0.3 per cent to 235.9 from 236.6 on price decreases for zinc and tin.

*On base June 1951 = 100.

Farm Products Prices

The index of Canadian farm product prices at terminal markets (1935-39 = 100) increased 0.1 per cent to 250.8 from 250.6. The field products index moved up 1.1 per cent to 173.4 from 171.5, reflecting higher prices for potatoes on both eastern and western markets, and for barley in the east. Lower prices were shown for hay on both markets and for rye and flax in the west. The animal products index decreased 0.5 per cent to 328.2 from 329.7.

U. S. Consumer, May 1967

The United States consumer price index (1957-59 = 100) rose sharply again in May for the second straight month. The May index was 115.6, an increase of 0.3 per cent from the April index of 115.3, and an increase of 2.7 per cent from the May 1966 index of 112.6.

The largest increases were in the prices of apparel, used cars, medical care and the cost of running a house.

British Retail, May 1967

The British index of retail prices (January 16, 1962 = 100) decreased to 119.4 during May from the April index of 119.5, and increased from the May 1966 index of 116.8.

The indexes for three subdivisions of the food group were: 124.6 for items whose prices are affected by seasonal variations, such as fresh milk, eggs, potatoes, and other fresh vegetables, apples and pears, fish and home-killed mutton and lamb; 123.1 for those items that are affected by changes in import prices, such as bacon, cooked ham, butter, cheese and chilled beef; and 118.0 for other items.

Industrial Rehabilitation In Britain

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

The Industrial Rehabilitation Units in Britain had their origin in a recommendation of the Tomlinson Committee which advocated in 1943 "courses of reconditioning" for persons who, on completion of their hospital treatment, were unable to continue in their previous employment or take up some other satisfactory employment.

The Disabled Persons (Employment) Act, 1944 gave statutory authority to the Ministry of Labour to provide for industrial rehabilitation courses for disabled persons who because of disabilities arising from injury, disease or deformity were in need of such courses in order to fit themselves for employment or work on their own account.

Industrial Rehabilitation Units

The Ministry of Labour had established an experimental residential training centre at Egham in 1943. The experience there prompted the Ministry to build a number of non-residential units in combination with Government Training Centres at which accommodation had become available when post-war training schemes ended.

By 1950, fourteen units were in operation. A course was designed to enable the individual's employment problem to be assessed, and to afford an opportunity for him to become gradually accustomed to the mental and physical requirements of a full day's work. The individual's occupational aptitudes were tested, and his confidence and sense of mental and physical well-being were enhanced. Another unit intended for research and development purposes was opened in Waddon (Croydon) in 1954, and two more were opened at Liverpool and Perivale by 1961.

The *Ministry of Labour Gazette* for November 1966, reports on the operation of these 17 Industrial Rehabilitation Units for the period January 1965 to June 30, 1966. During this period, 17,587 people were admitted, 1,893 of them women. The average length of stay was between seven and eight weeks.

The majority, 11,952, were recommended by hospitals, general practitioners or other medical agencies; 1,346 were referred by employment exchanges; 3,132 were unemployed persons with long-standing disabilities but no recent illness; and 1,157 were persons without apparent disability who were considered likely to benefit from a course at an I.R.U.

Number of Admissions

In 1965, 11,538 persons were admitted to Industrial Rehabilitation Units. Not all persons who enter the units complete the full course. During 1965, for example, about 19 per cent left prematurely. Of the remainder, 70.5 per cent entered employment or vocational training within three months of the end of their courses.

Follow-up after six months showed that almost 60 per cent of the trainees were satisfactorily settled in employment. Another 7 per cent were in employment but were not satisfied with their positions. Another 13-14 per cent were unemployed at that time but these persons had worked for varying periods. And approximately 19 per cent of the trainees had not worked since completing the course.

The British Ministry of Labour reimburses the cost of courses of industrial rehabilitation provided by the Royal National Institute of the Blind at the Queen Elizabeth Homes of Recovery for the Newly Blind, Torquay, and by the Edinburgh and South-East of Scotland Society for the Welfare and Teaching of the Blind at Alwyn House, Ceres, Fife. During 1965, 370 blind men and women completed courses at these centres.

Two years ago, an experimental program was set up for the mentally disabled. In this program, the Ministry pays for maintenance allowances for long-term mental patients undergoing rehabilitation in the workshops of Industry Therapy Organizations at Epsom and Hanwell.

Another program—this time for the industrial rehabilitation of spastics—was approved in 1966. By agreement between the Ministry and the Spastics Society, the latter provides residential courses of industrial rehabilitation in place of the sheltered employment and preparatory facilities previously provided. The Ministry reimburses the greater part of the cost of courses for all persons with cerebral palsy who have been accepted for training with Ministry approval. The length of these courses, depending on the needs of the individual subject, runs to a maximum of 52 weeks. The average length of stay is considered to be about six months.

A working party set up by the Minister in September 1964 to consider the present situation and future development of the Industrial Rehabilitation Service has submitted proposals for new and improved facilities. It will meet again this year to review progress.

Provisions for Women In Collective Bargaining

Women's Bureau

Special provisions for women were examined in two recent reports prepared by the Collective Bargaining Division of the Economics and Research Branch, Canada Department of Labour.* Although the number of women workers covered by the agreements was not determined, clauses regarding equal pay, maternity leave, separate seniority unit and rest periods were scrutinized.

Equal Pay

Equal-pay-for-equal-work provisions appeared in only four of the 178 office-employee agreements studied. Of some 20,000 employees affected by these agreements, 190 employees were covered by equal-pay provisions.

Of the 94 agreements covering manufacturing industries, nine contained equal-pay clauses and affected 18,590 employees (7 per cent of the total).

The greater incidence of equal-pay clauses in manufacturing industries may be partially due to the fact that more men and women workers are performing similar jobs in these industries. But office employees are predominantly women, and there does not seem to be the same need for such provisions.

Maternity Leave

Three out of four office-employee agreements studied contained no special provisions for maternity leave. The 44 agreements in which maternity-leave clauses appeared, covered approximately 7,000 office workers and represented 34 per cent of the total.

Maternity-leave provisions in the manufacturing industries appeared in only one out of six agreements reviewed, and affected 14 per cent of the 35,000 employees covered. Again, this is due in part to the fact that women workers are not as concentrated in the manufacturing industries as they are in the office employees' group.

Women's Bureau Study

Further observations on the incidence of maternity-provision clauses in collective agreements emerged from a recent study† based on questionnaires sent to 97 large and small business establishments in various parts of Canada, with a fair distribution to those having large and small proportions of female employees. The results from each of the establishments were divided to distinguish between "office" and "non-office" employees, thus making 194 reporting units with a total of 164,262 employees, of whom 32 per cent were women—a proportion close to the composition of the Canadian labour force.

Of the 120 units that formed the basis of the study and reported some form of maternity leave, 29 units employing approximately 8,000 women had such a provision in their collective agreements. These women represented 15 per cent of the total employed in the reporting units, a proportion very nearly approximating the percentage of women holding union membership in Canada—15.4 per cent (L.G., Jan.-Feb. 1966, p. 31).

Roughly four times as many women were included in the 91 units reporting maternity leave provisions by management decision, and they accounted for 46 per cent of the total. Although labour legislation in four provinces includes maternity leave provisions, only in British Columbia and New Brunswick is the law operative.

Maternity Clause

In view of the paucity of maternity-leave legislation, the Canadian Union of Public Employees, a third of whose membership is composed of women workers, urged locals to include a clause in their agreements along the following lines:

> Upon written request, leave of absence without pay and without loss of seniority shall be granted for pregnancy to a maximum of six months. The employee returning to work after maternity leave shall provide the employer with at least two week's notice. On return from maternity leave, the employee will be placed in a position consistent with the seniority provisions of this agreement.

Seniority Unit and Rest Periods

The emergence of a two-phase, working-life cycle for women, and employment interruptions caused by the family responsibilities of married women, has necessitated the establishment of separate seniority units. Such clauses have been found to appear in 17 of the 94 agreements and to cover 21 per cent of the employees in manufacturing industries. No data on seniority provisions appeared in the office-worker agreements reviewed.

Provision for special rest periods for women workers appeared in three of the office worker agreements studied, affecting 700 employees, and accounted for 4 per cent of the total so protected. No rest-period provisions were recorded for agreements in the manufacturing industries.

**Provisions in Collective Agreements Covering Office Employees in Canadian Manufacturing Industries, 1967*, and *Forty-two Provisions in Major Collective Agreements Covering Employees in Canadian Manufacturing Industries, 1967.*

†*Maternity Protection for Women Workers in Canada.* Women's Bureau, Canada Department of Labour, 1966.

Better Communications Through Joint Consultation



— Photo by Jac Free Lance Photographer, Ottawa

"So I said, get facts from your L-M Committee." Labour-management joint consultation becomes eye-pleasing as Lizette Larocque and Suzanne Parent demonstrate short-range communications. They acted as hostesses at the St. Vincent Hospital Centennial dinner and dance with which the Ottawa hospital's joint consultation committee recently celebrated Confederation.

Labour-Management Consultation Branch

One company that "needed something" and "gave it a try" is Canada Bread Co. Ltd. of Toronto, Ontario. A joint labour-management consultation committee was formed last year at Canada Bread's Bartley Drive plant. And it has proved a winner. Why?

Robert Urquhart, chief steward of Local 461, Bakery and Confectionery Workers' International Union of America, and an active committee member, explains:

"The meetings are profitable. They've made our relationship with management very good. Before that—before the committee—things just weren't too good."

Clifford St. Pierre, Canada Bread Industrial Relations Manager, who helped introduce labour-management consultation, recalls that "we were a little skeptical at first. But we needed something, so we gave it a try. Since then," he adds, "the whole climate has improved. Joint consultation has lead to better communications in the plant."

The man who personally spearheaded reform of labour-management relations in the plant is Plant Manager Wal Kostka, who joined Canada Bread in June 1966. The Bartley Drive operation—largest of seven Canada Bread plants—employs 250 people, and produces 450 varieties of bakery goods.

Mr. Kostka says that by involving people in the operation of the plant, through joint consultation and other methods, "they begin to care."

"We keep our employees informed of what's going on," he says. "There are no rigid channels of communication in this plant."

Mr. Kostka has found that committee meetings have excellent educational value, and he adds that he personally learns something new at every meeting. How does a group of people who get together once a month find labour-management consultation "profitable?"

At 10:30 a.m. on a Tuesday last May, seven people sat around a table in the conference room of the Bartley Drive plant. In the 90 minutes that followed, their conversations ranged over 10 topics. Here are samples:

Joe Schembri, one of the four union officials present, recommended a ventilator for the packaging area of the plant, where boxes are stored. Otherwise, he said, heat would ruin the glue on the boxes. "You're going to lose money on this," he told Mr. Kostka.

The committee learned that Mr. Kostka was arranging to have background music piped into the plant through 26 speakers. He said it would make working conditions more pleasant. The committee was enthusiastic.

On another point, a union representative asked whether it was true that one production department was laying off temporary help, while the other was recruiting. Mr. Kostka, who promised an answer by the next meeting, said two men had recently been moved to a new department from one that was over-staffed.

Mr. Kostka told the committee that new machinery would be installed to crush garbage collected in the plant.

A few minutes was taken up while Mrs. Margaret Bohazzo, whose job is decorating cakes, described working conditions in her area of the plant. Each committee meeting is attended by an employee who is not a union official.

In the final piece of business, Mr. Kostka drew positive replies from the union representatives when he asked them to comment on supervision in the plant.

Besides labour-management consultation, Mr. Kostka has introduced other methods to bolster intra-plant communications. The key, as in the committee system, is communication between the employee and his boss. Plant foremen make a point of speaking face-to-face with employees under their supervision at least once a month. Although emphasis is placed on safety, it gives the worker the opportunity to speak up if anything about his job is bothering him. "If a man has any complaints, we answer his questions," says Mr. Kostka.

Each week, one of the five foremen or three union officers becomes duty officer. He tours the plant looking for safety hazards and untidy conditions. The duty officer's report—if it calls for action—must be on Mr. Kostka's desk by the end of the week.

"I have nothing but praise for labour-management consultation," said Industrial Relations Manager St. Pierre, in summing up the success of the committee at the Bartley Drive plant.

Employment Problems of Older Workers

Part I

Older Workers' Section
Department of Manpower
and Immigration

The accompanying article is reprinted from the April 1967 issue of *Free Labour World* the journal of the International Confederation of Free Trade Unions, Brussels, Belgium. The opinions expressed by the author are not necessarily those of the ICFTU. The second part of the article will appear in our October issue.

Ageing workers, in the older industrial countries at least, represent a growing proportion of the total active population. One of the aims of the active manpower policies which socially progressive governments are generally pledged to pursue should be to ensure that the knowledge and experience of such workers are used to the best advantage. This is clearly in the interests, not only of the workers concerned, but also of the national economy as a whole.

The Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development has sponsored studies and discussion conferences on various aspects of the problems arising in the employment of older workers, and has recently issued a series of recommendations to member governments*.

Whether those progressive proposals will be put into general practice will in many cases depend on sustained pressure from the trade unions. For their information we have therefore made the following summary of the OECD reports and recommendations. Those requiring further details will find them in the studies and reports published by OECD†.

We all know the stark tragedy which loss of a job too often means for the older worker. To cite just one example, a recent survey carried out among the former workers of an American meat-packing plant which had closed down revealed that, out of the 2,200 who had been fired, most of those under 40 found new jobs with little or no delay; 90 per cent of those over 40, however, were still out of work a year later.

Physical and Mental Stress

What is perhaps not so well understood is the physical and mental stress to which many older workers are subjected as a result of technological changes to which they find it difficult to adjust. In many cases the new job demands can set up psychological stresses which may go undetected; and even if the older worker knows he is getting beyond his depth, he may want to keep it to himself.

A survey carried out in 1961 among older workers in 20 British manufacturing firms found that there was inadequate appreciation of the cost, in terms of strain, to the ageing worker who stays on a job for which he is obviously unsuited. The only transfers made were usually for men on physically heavy jobs, yet it was shown that stress could be caused by difficult and remediable working conditions: bad lighting, too much noise, dust, pressure in time schedules and inadequate co-operative mechanisms.

This then, in a nutshell, is the problem of the older worker: a higher incidence of unemployment and—what may be worse in terms of mental anguish—the haunting fear of losing his job through inability to keep up the pace. Yet, thanks to the increasing life span, the proportion of older workers in the employable population has steadily increased in almost all industrial countries, and this development is likely to continue for the rest of this century.

Employment Difficulties

Although the employment difficulties of older workers may sometimes become apparent on the job through falling productivity, they more often come to light only when they the workers have to seek new jobs or transfer to occupations requiring training. "The preference for younger persons and the views held by some employers about older workers as a class constitute barriers to a fair appraisal of their personal competence and potentialities," the OECD conclusions point out. Evidence of this kind of attitude is to be found in the formal or informal age limits in hiring and job placement procedures, even if exceptions are made in periods of labour shortage.

Discrimination against older workers sometimes arises from what the OECD calls "institutional rules," such as personnel practices favouring internal promotion or insurance schemes. It is often aggravated by the failure of personnel officers to ascertain the individual's abilities and qualifications. Limited knowledge on the part of some managements of the special techniques of job redesign and of training methods for older workers also tend to reinforce resistance to their employment.

There is certainly no excuse for lack of knowledge now. OECD has published a number of instructive studies by experts which should be of real practical value to all concerned in any way with the employment problems of older workers. In "Age and Employment," for example, Dr. Alastair Heron reports that it is now possible to establish objectively a person's "functional age" as opposed to his "chronological age"—obviously an important factor in deciding a worker's capacity to perform a given job, irrespective of his nominal age.

*The members of OECD are Austria, Belgium, Canada, Denmark, France, the Federal Republic of Germany, Greece, Iceland, Ireland, Italy, Japan, Luxembourg, the Netherlands, Norway, Portugal, Spain, Sweden, Switzerland, Turkey, the United Kingdom and the United States.

†*Age and Employment*, A. Heron, 1962; *Job Redesign*, S. Griew, 1964; *Training Methods*, R. M. Belbin, 1965; *Placement Techniques*, I. Sobel and R. C. Wilcock, 1966; and the report of an international management seminar on *Job Redesign and Occupational Training for Older Workers, 1965*—all published by OECD, 2, rue André Pascal, Paris XVI.

Employment and Unemployment in June

Employment increased by an estimated 158,000 between May and June, a smaller increase than is usual for this time of year. The labour force, at 7,859,000, was 326,000 or 4.3 per cent higher than a year earlier. Employment was 264,000 higher than in June, 1966.

Unemployment decreased by 12,000 during the month from 304,000 to 292,000 but was 62,000 higher than a year earlier.

Total unemployment in June represented 3.7 per cent of the labour force, compared with 3.1 per cent in June 1966 and 3.5 per cent in June, 1965.

Employment

Employment, at 7,567,000, increased by 158,000 from May to June. It was higher than a year ago in all regions, ranging from 6.9 per cent in British Columbia to 1.3 per cent in the Atlantic region.

About 110,000, or 70 per cent of the May to June increase, was among persons under 25 years of age, about the same number as in previous years, and related to the influx of students into the labour market. Employment of persons 25 years of age and over was slightly below the average for the past few years.

At 7,567,000, employment in June represented an increase of 264,000 or 3.6 per cent over June 1966. There were larger increases in community, business and personal service, transport, communication and other utilities, and trade. Construction employment was lower than a year earlier. The number of women employed increased by 137,000 or 6.2 per cent over the year. The number of employed men was higher by 127,000, or 2.5 per cent.

Unemployment

Unemployment, at 292,000, was 12,000 lower than a month ago, and 62,000 higher than in June, 1966.

Of the total unemployed, 221,000 or 76 per cent had been unemployed for less than four months; 34,000 had been unemployed for four to six months and 37,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days — to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Insurance Registrations And Other UIC Statistics

This year, the annual renewal of insurance books took place during the month of May. Consequently, the usual statistics on the number of insurance books and contribution cards issued to employees for the month ending April 30, 1967 are not available. They will again be available with the first monthly report for 1967-68 on May 31, 1967.

On April 30, registered employers numbered 388,115, an increase of 12,502 since March 31, 1967.

During April, 10,735 investigations were conducted by enforcement officers across Canada. Of these, 8,019 were spot checks of claims to verify the fulfilment of statutory conditions, and 829 were miscellaneous investigations. The remaining 1,887 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 233 cases 83 against employers and 150 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 603.*

Revenue received by the Unemployment Insurance Fund in April totalled $31,994,984.24 compared with $33,613,-446.82† in March and $29,156,842.55 in April 1966.

Benefits paid in April totalled $47,262,-830.11 compared with $53,166,725.31† in March and $37,513,959.68 in April 1966.

The balance in the Fund on April 30 was not released. On March 31, it was $253,912,564, and on April 30, 1966 it was $133,126,052.08.

*These do not necessarily relate to the investigation conducted during this period.

†Figures for March 1967 are subject to revision.

Wage Schedules Prepared In May

During May, the Department of Labour prepared 432 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 189 contracts in these categories were awarded. In addition, 129 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St. Lawrence Seaway Authority, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	4	$ 57,365.00
Defence Production	156	923,912.00
Post Office	12	399,607.54
RCMP	3	14,454.31

During May, the sum of $8,259.49 was collected from 23 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 294 workers concerned.

OLRB appointments

J. H. Brown, Q.C., Toronto, was appointed Alternate Chairman of the Ontario Labour Relations Board in August. Mr. Brown was Deputy Chairman of the OLRB from 1962 to 1966, when he became a Vice-Chairman. As Alternate Chairman he succeeds G. W. Reed, who was made Chairman when Jacob Finkelman resigned, to become Chairman of the new federal Public Service Staff Relations Board.

H. D. Brown, a Burlington lawyer, was appointed a Vice-Chairman of the OLRB, after the appointment of J. H. Brown. The new Vice-Chairman was active in labour relations during his term as legal advisor to the St. Lawrence Seaway Authority, beginning in 1964.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for three days during June. It granted eight applications for certification, rejected five, and ordered three representation votes. The Board granted one application for revocation of certification and denied another. During the month, the Board received 23 applications for certification and allowed the withdrawal of one.

Applications for Certification Granted

1. *Syndicat National des Employés du Port de Montréal* (*CSN*) on behalf of a unit of cold storage warehouse and refrigeration engineers employed by the National Harbours Board, Montreal, Que. The International Union of District 50, United Mine Workers of America, had intervened (L.G., May, p. 309).

2. International Association of Machinists and Aerospace Workers on behalf of a unit of pilots and co-pilots employed by Northern Wings Limited, Sept-Iles, Que. (L.G., May, p. 309).

3. Chauffeurs, Teamsters, and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Smeed's Moving & Storage Ltd., Regina, Sask. (L.G., July, p. 415).

4. *Syndicat National des Débardeurs des quais de Baie-Comeau* (*CSN*) on behalf of a unit of employees at Baie-Comeau employed by Terminus Maritime Inc., Quebec, Que. (L.G., June, p. 364).

5. *Syndicat Général de la Radio CSN* (*CKLM*) on behalf of a unit of employees of Radio Laval Inc., Montreal, Que. *The Union des artistes de Montreal* had intervened (L.G., June, p. 364).

6. International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees of Anvil Mining Corporation Limited, Whitehorse, Y.T. (L.G., July, p. 416).

7. Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees of Monarch Transport Ltd., Edmonton, Alta. (L.G., Aug., p. 496).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of maintenance employees of D. S. Scott Transport Ltd., North Vancouver, B.C. (L.G., Aug., p. 496).

Applications for Certification Rejected

1. *Syndicat général du cinéma et de la télévision* (*CSN*), applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (news writers, etc., Quebec Division) (L.G., Dec. 1966, p. 741). The Canadian Wire Service Guild, Local 213, American Newspaper Guild, the Canadian Union of Public Employees and the Association of Radio and Television Employees had intervened. (Reasons for Judgment issued).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and McCabe Grain Company Limited, Winnipeg, Man., respondent (L.G., July, p. 415). The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote ordered by the Board.

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, United Grain Growers Limited, Winnipeg, Man., respondent, and Walter T. Biggar, *et al.*, interveners (L.G., July, p. 415). The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote ordered by the Board.

4. Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and the Security Storage Division of Motorways Van Lines Ltd., Regina, Sask., respondent (L.G., Aug., p. 496). The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote ordered by the Board.

5. Building Material, Construction and Fuel Truck Drivers' Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, H. M. Trimble & Sons Ltd., Calgary, Alta., respondent (L.G., Aug., p. 496). The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote ordered by the Board. The Professional Transport Workers' Union of Canada had intervened.

Representation Votes Ordered

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Transol Inc., Quebec, Que., respondent (L.G., June, p. 364), and Michel Bernier, *et al.*, interveners. The Board directed that the eligible voters be comprised of employees engaged in the company's urban service postal operations, excepting certain part-time drivers (Returning Officer: R. L. Fournier).

2. National Association of Broadcast Employees and Technicians, applicant, and Radio 1540 Limited, Toronto, Ont.,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

CORRECTION

Item 8, line 2 of "Applications for Certification Granted" on page 415 of the July issue referred to "Local 2736." This should have read "Millwrights Local 2736."

respondent (Radio Station CHIN) (L.G., July, p. 416) (Returning Officer: H. A. Fisher).

3. *Syndicat des Employés du Transport d'Anjou*, applicant, and *Transport d'Anjou Inc.*, Rivière-du-Loup, Que., respondent (L.G., July, p. 416) (Returning Officer: R. L. Fournier).

Application for Revocation Granted

R. F. McCambley and A. C. Donnell, applicants, Canadian Airlines Link Instructors' Association, respondent, and Trans-Canada Air Lines (Air Canada), respondent. The application was for revocation of the Board's order, dated June 11, 1959, certifying the Canadian Airlines Link Instructors' Association as bargaining agent for a unit of employees of the respondent company employed at Montreal, Que., Toronto, Ont., Winnipeg, Man., and Vancouver, B.C. (L.G. 1959, p. 829).

Application for Revocation Denied

N. Grant and S. T. Hannan, applicants, Canadian Brotherhood of Railway, Transport and General Workers, respondent, and the Canadian National Railways, Montreal, Que., respondent (L.G., Jan., p. 41). The Board rejected the application after giving consideration to evidence and argument presented at a public hearing held March 8, 1967 and to further written argument.

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, on behalf of a unit of employees of Cement Cartage Company, Limited, Havelock, N.B. (Investigating Officer: H. R. Pettigrove).

2. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Domaine Estria and Pavillon Mercier Apartments, Montreal, Que. (Investigating Officer: G. R. Doucet).

3. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Cloverdale Park Apartments, Montreal, Que. (Investigating Officer: G. R. Doucet).

4. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at St-Michel Terrace, Montreal, Que. (Investigating Officer: G. R. Doucet).

5. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at St-Georges Gardens, Pte-aux-Trembles, Que. (Investigating Officer: G. R. Doucet).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of office employees employed by Hurley Transport Company Limited, Brockville, Ont. (Investigating Officer: H. A. Fisher).

7. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of office employees of McNeil Transport Limited, Brockville, Ont. (Investigating Officer: H. A. Fisher).

8. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of AirWest Airlines, Vancouver and Powell River, B.C. (Investigating Officer: D. H. Cameron).

9. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Nanaimo Air Lines, Nanaimo, B.C. (Investigating Officer: D. H. Cameron).

10. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs,

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Warehousemen and Helpers of America on behalf of a unit of employees of H. G. Snyder Trucking Inc., Ville St-Laurent, Que. (Investigating Officer: R. L. Fournier).

11. *Syndicat National des employés de S.C.H.L.* (*CSN*) on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Park Royal Apartments, Ville St-Laurent, Que. (Investigating Officer: G. R. Doucet).

12. *Syndicat National des employés de S.C.H.L.* (*CSN*) on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Place Benoit, Ville St-Laurent, Que. (Investigating Officer: G. R. Doucet).

13. *Syndicat National des employés de S.C.H.L.* (*CSN*) on behalf of a unit of employees of Central Mortgage and Housing Corporation employed at Pie IX Apartments, Montreal, Que. (Investigating Officer: G. R. Doucet).

14. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of MacCosham Storage and Distributing Company (Saskatchewan) Limited, Saskatoon, Sask. (Investigating Officer: A. E. Koppel)

15. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Regina Cartage and Storage Company Limited, Regina, Sask. (Investigating Officer: A. E. Koppel).

16. Professional Transport Workers' Union of Canada on behalf of a unit of employees of Grimshaw Trucking and Distributing Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

17. International Longshoremen's Association, Local 1930, on behalf of a unit of employees of Three Rivers Elevators Ltd., Trois-Rivières, Que. (Investigating Officer: R. L. Fournier).

18. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Boyd's Express Ltd., Lachute, Que. (Investigating Officer: G. R. Doucet).

19. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators and other employees employed in the Yukon Territory by Western-Freeway Ventures Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

20. *Syndicat National des employés de S.C.H.L.* (CSN) on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Terrasse Villeray, Montreal, Que. (Investigating Officer: G. R. Doucet).

21. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees' Union, Local 579, on behalf of a unit of employees of Pine Point Hotel, Pine Point, N.W.T. (Investigating Officer: D. H. Cameron).

22. International Association of Machinists and Aerospace Workers on behalf of a unit of service and maintenance employees of Nordair Limited, Dorval, Que. (Investigating Officer: R. L. Fournier).

23. *Syndicat National des employés de S.C.H.L.* (*CSN*) on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Terrasse Belleville, St-Vincent-de-Paul, Que. (Investigating Officer: G. R. Doucet).

Application for Certification Withdrawn

International Longshoremen's Association, Local 1930, applicant, and Three Rivers Elevators Ltd., Trois-Rivières, Que., respondent. (L.G., July, p. 416).

Conciliation and Other Proceedings

Before the Minister of Labour

Conciliation and Arbitration Branch

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Railway Company S.S. *Princess of Acadia*, and Seafarers' International Union of Canada (Conciliation Officer: H. R. Pettigrove).

2. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: H. A. Fisher).

3. Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and United Steelworkers of America (Conciliation Officer: A. E. Koppel).

4. Atomic Energy of Canada Limited, and Chalk River Technicians and Technologists, Local 1568, Canadian Labour Congress (Conciliation Officer: W. M. Dempster).

5. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 404, Office and Professional Employees' International Union (Conciliation Officer: W. M. Dempster).

6. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies).

7. Cape Breton Broadcasters Limited (radio stations CJCB and CJCX, Sydney, N.S.) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

8. National Harbours Board, Port of St. John, N.B., and National Harbours Board Employees' Federal Union No. 24 (Conciliation Officer: H. R. Pettigrove).

9. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Engineers (Conciliation Officer: C. E. Poirier).

10. Canadian National Railways (Canadian National Newfoundland Steamship Service) and Canadian Merchant

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal Decisions Affecting Labour

The Alberta Supreme Court (Appellate Division) has quashed a certification order on the ground of an error in law on the face of the record

Legislation Branch

The Manitoba Court of Appeal has affirmed that a trade union, being a legal entity, cannot sue in representative action for breach of a collective agreement

On March 9, 1967 the Supreme Court of Alberta (Appellate Division) allowed an appeal from the judgment of Mr. Justice Dechene (L.G., Jan., p. 44), who dismissed an application for an order of *certiorari* (writ from a higher court for records of a case tried in a lower court) and upheld a certification order issued by the Alberta Board of Industrial Relations. On appeal, the Court quashed the certification order and held that the Board did not certify a "proper bargaining agent" as required by the provisions of the Alberta Labour Relation Act, and that, by giving to the word "proper" a meaning it could not bear, committed an error in law apparent on the face of the record.

Mr. Justice Porter, in rendering the judgment for the Court of Appeal, recalled the following circumstances of dispute.

In June 1965, the Sheet Metal Workers' International Association, Local 414, made an application under Part V of the Alberta Labour Act to the Alberta Board of Industrial Relations to be certified as the bargaining agent for all the employees, except office workers, salesmen and supervisory personnel, of the Stedelbauer Chevrolet Oldsmobile Ltd.

After proceedings before the Board, a body known as the Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local 414, was certified as the bargaining agent for the unit of the company's employees, although it was not the applicant. Then the company applied for an order for *certiorari* to quash the certification order.

The trial judge dismissed the application to quash the Board's order and held that although the order was wrong, he did not have jurisdiction to quash it, because the error was one for which the remedy by way of *certiorari* was not available.

The documents returned by the Board to the *certiorari* proceedings included, among other things: the application for certification by the Sheet Metal Workers' International Association, Local 414; the constitution of the Sheet Metal Workers' International Association and affiliated local unions; the bylaws of Local 414, Sheet Metal Workers' International Association; and letters of January 29, 1965 and March 10, 1965 to Mr. Raymond A. Gall, international organizer, from the Sheet Metal Workers' International Association.

The company objected that the applicant union, Sheet Metal Workers' International Association, did not embrace workmen engaged in the activities of the company's employees and that, therefore, the union could not be said to be a proper bargaining agent within the meaning of Sec. 61 of the Alberta Labour Act.

Mr. Justice Porter noted that it was apparent from the minutes of the Board's hearing that the Board realized that the qualifications for membership in the applicant's union were such as to exclude the company's employees. A letter dated January 29, 1965, written by the general president of the Sheet Metal Workers' International Association and addressed to Mr. Raymond A. Gall, international organizer for the applicant union, had been put before the Board. It read:

> Please be advised that you have my permission under Article 10, Section 2(e) of the International Association's Constitution to organize Auto Body Workers, Motor Mechanics and other Allied production workers in the Province of Alberta, and that all such persons are eligible for membership upon application and the payment of the initiation fee which, pursuant to the said section, is hereby set at one (1) dollar.

Thereafter, the Board seemed to proceed with the matter as if the certified Sheet Metal Auto Body, Mechanics and Allied Production Workers, Local 414, had come into being and was the applicant union for certification. In a certificate dated August 10, 1965 the vice-chairman of the Board stated that the local's charter was received from the Sheet Metal Workers' International Association on February 15, 1965.

The local's bylaws in Para. 3 provided that: "Membership in this local union is open to all Auto Body Workers, Motor Mechanics and all other allied Automotive Workers." Mr. Justice Porter assumed that this paragraph, defining the class of workmen who could be members of the new union, was based on the president's letter, and this seemed to be the view of the Board.

The result was that the body which applied for certification—namely, the Sheet Metal Workers' International Association, Local 414—was not given certification. The Board certified the Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local 414, Edmonton, Alta., which was the union authorized by the general president's letter, although it had not applied for certification.

The constitution of the Sheet Metal Workers' International Association indicates that its membership is made up of

sheet-metal workers who are described in the constitution. Art. 1, sec. 5(a) reads:

> This Association has established and claims full jurisdiction over the manufacture, fabrication, assembling, handling, erection, hanging, application, adjusting, alteration, repairing, dismantling, reconditioning, testing and maintenance of all sheet-metal work made of No. Ten (10) U.S., its equivalent or lighter gauge metals; . . .

The preamble to the constitution contains the following statement:

> Realizing the advantage and necessity of co-operative effort properly and legally directed to fully develop and demonstrate the possibilities of our trade in the various fields of industry, and to protect our rights in connection therewith, we hereby pledge our united efforts and support as members of the Sheet Metal Workers' International Association to the accomplishment of said purposes.

Powers of Union's President

Mr. Justice Porter agreed with the trial judge who, having examined the provisions of this constitution, came to the conclusion that the attempt of the president to extend all the jurisdiction of the union to the men engaged in the dispute at bar was beyond his powers. He quoted with approval the following statement made by the trial judge:

> I am of the opinion, with respect, that the Board's decision is wrong. The general president's authority to 'interpret and decide all points of law and controversies and decide all constitutional questions' (see Art. 3, sec. 1 of the union's constitution above cited), cannot reasonably be wide enough to include an altogether different class of workers than that which is originally covered by the Constitution.

Duty of the Board of Industrial Relations

In the opinion of Mr. Justice Porter, when a union applies to be certified as the bargaining agent for a group of workmen, it is the duty of the Board of Industrial Relations to consider whether "the applicant for certification as a bargaining agent is a proper bargaining agent." The Board may only certify the applicant if it is satisfied that the applicant is a "proper bargaining agent" (Secs. 61(a) and 63(a)). When determining what is "a proper bargaining agent," the Board has to consider whether the union has the capacity to act for the people it seeks to represent under the terms of its constitution.

Mr. Justice Porter stated further that what the Legislature meant by the word "proper" is a matter of law, and that if the Board had given to that word a meaning it will not bear, then the Board had made a mistake in law.

Mr. Justice Porter did not agree with the argument that this was a question of fact solely for the Board's judgment. Regarding the distinction between a question of fact and a question of law, Mr. Justice Porter referred to and quoted from *Edwards v. Bairstow* (1956) AC 14. He also referred to the judgment of the Supreme Court of Canada in *Memorial Gardens Assn. (Canada) Ltd. v. Colwood Cemetery Co.* (1958) SCR 353 where Mr. Justice Abbott stated:

> There was some evidence before the Commission upon which it could make the findings of fact which it did. In my opinion, the majority of the Court of Appeal, in holding that in law the Commission could not find necessity upon the facts recited in its judgment, was merely substituting its opinion for that of the Commission. As this Court held in the *Union Gas* case (*Union Gas Co. v. Sydenham Gas & Petroleum Co.* (1957) SCR 75 . . .) this is not a question of law upon which an appeal is given, and the Court below was therefore without jurisdiction. It would have been otherwise if it had been shown that the Commission had given a meaning to the words of the statute which as a matter of law they could not bear.

Certiorari to Review Board's Decision

In answer to the argument that, on an application to quash by way of *certiorari*, the court cannot review the Board's decision, Mr. Justice Porter referred to the judgment in *Reg. v. Northumberland Compensation Appeal Tribunal; Ex parte Shaw* (1952) 1 KB 338, 1 All ER 122, where Lord Denning stated:

> "The question in this case is whether the Court of King's Bench can intervene to correct the decision of a statutory tribunal which is erroneous in point of law.
>
> No one has ever doubted that the Court of King's Bench can intervene to prevent a statutory tribunal from exceeding the jurisdiction which Parliament has conferred on it; but it is quite another thing to say that the King's Bench can intervene when a tribunal makes a mistake of law. A tribunal may often decide a point of law wrongly, while keeping well within its jurisdiction. If it does so, can the King's Bench intervene?
>
> "There is a formidable argument against any intervention on the part of the King's Bench at all. The statutory tribunals, like the one in question here, are often made the judges both of fact and law, with no appeal to the High Court. If, then, the King's Bench should interfere when a tribunal makes a mistake of law, the King's Bench may well be said to be exceeding its own jurisdiction. It would be usurping to itself an appellate jurisdiction which has not been given to it.
>
> "The answer to this argument, however, is that the Court of King's Bench has an inherent jurisdiction to control all inferior tribunals, not in an appellate capacity, but in a supervisory capacity. This control extends not only to seeing that the inferior tribunals keep within their jurisdiction, but also to seeing that they observe the law. The control is exercised by means of a power to quash any determination by the tribunal which, on the face of it, offends against the law.
>
> "The King's Bench does not substitute its own views for those of the tribunal, as a court of appeal would do. It leaves it to the tribunal to hear the case again, and in a proper case may command it to do so. When the King's Bench exercises its control over tribunals in this way, it is not usurping a jurisdiction which does not belong to it. It is only exercising a jurisdiction which it has always had . . . .
>
> "It is plain that *certiorari* will not issue as the cloak of an appeal in disguise. It does not lie in order to bring up an order or decision for rehearing of the issue raised in the proceedings. It exists to correct error of law where revealed on the face of an order or decision or irregularity, or absence of, or excess of, jurisdiction where shown . . . .
>
> "It will have been seen that throughout all the cases there is one governing rule—*certiorari* is only available to quash a decision for error of law if the error appears on the face of the record. What, then, is the record? . . .
>
> "I think the record must contain at least the document which initiates the proceedings, the pleadings, if any, and the adjudication, but not the evidence, nor the reasons, unless the tribunal chooses to incorporate them. If the tribunal does state its reasons, and those reasons are wrong in law, *certiorari* lies to quash the decision."

Proper Bargaining Agent

Referring to the case at bar, Mr. Justice Porter thought it unnecessary to define the meaning of the word "proper" in the statute. In his view, it could not have been intended to mean that a bargaining unit made up of sheet-metal workers claiming jurisdiction over the whole of that trade was a "proper" union to adequately represent workers with different and divergent interests who were engaged in the activities of the company in question.

The interpretation by the Board of the letter of Janauary 29, 1965, quoted above, as an extension of the capacity of the applicant union to include others than

those encompassed in its constitution, was an exercise by the president of a power which, in law, he did not possess.

Error in Law on the Face of the Record

The examination of the documents and material returned to the Court, and on which the Board's decision was based, led Mr. Justice Porter to the conclusion that the Board gave the word "proper," as it is used in Sec. 63 (a), a meaning it did not bear. The Board thereby committed an error in law, apparent on the face of the record, which precluded it from certifying either Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local 414, or the Sheet Metal Workers' International Association, Local 414, as bargaining agent for the employees of the company in question.

Appeal Allowed

The Court allowed the appeal and quashed the order of the Board. *Stedelbauer Chevrolet Oldsmobile Ltd. v. Board of Industrial Relations and Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers, Local No. 414*, (1967) 59 WWR, Part 5, p. 269.

MANITOBA COURT OF APPEAL

By a majority decision on March 22, 1967, the Manitoba Court of Appeal dismissed an appeal from the judgment of Mr. Justice Hall (L. G., March, p. 192) and ruled that, considering the provisions of the Manitoba Labour Relations Act and court decisions, a trade union is a legal entity capable of suing and being sued in matters relating to the Labour Relations Act, and that in such matters, representative action should not be permitted.

Circumstances of Dispute

The officers of the Amalgamated Clothing Workers of America, Local 459, sued Utility Glove (1961) Ltd. in a representative action brought on behalf of themselves and all other members of the local regarding the monthly deduction of union dues from wages earned by each union worker covered by a collective agreement which the company allegedly failed to deduct in breach of the collective agreement and Sec. 15 (b) of the Manitoba Labour Relations Act.

The company challenged the right of the plaintiffs to sue by way of a representative action, claiming that only the union itself, being a legal entity, could bring the action, and no one else had a necessary status to do so.

The trial judge dealt only with this preliminary issue, and he ruled that the trade union in question had the legal status to bring an action regarding the enforcement of a right or remedy under the Labour Relations Act, that, accordingly, no one else could bring such action, and that the representative action was improper. Having decided that the plaintiffs had no status to bring a representative action, he did not consider it necessary to deal with the other issues raised, and therefore dismissed the action. His decision was appealed by the plaintiffs.

Representative Action

Mr. Justice Guy (with Mr. Justice Monnin concurring), in his reasons for judgment, pointed out that it was agreed that one point only would be the subject of the appeal — namely, whether or not the old and rather cumbersome form of representative action was still available to the plaintiffs when they claimed to represent a legal person, who should, it was argued, be before the court itself.

Mr. Justice Guy referred to the following cases: *Dusessoy's Supermarkets St. James Ltd. v. Retail Clerks Union Local No. 832* (L.G. 1961, p. 818); *Int. Brotherhood of Teamsters, etc. Local No. 213 v. Therien* (L.G. 1960, p. 276); *Boldt v. Seafarers' Int. Union* (L.G. 1961, p. 570); *Hughes v. S.I.U.* (L.G. 1962, p. 863); *Contractors Equipt. & Supply (1965) Ltd. v. Bldg. Material Drivers, Warehousemen & Helpers, Local 914* (L.G. 1966, p. 104 and 173); *Winnipeg Builders' Exchange v. Int. Brotherhood of Electrical Workers, Local Union 2085* (1966) 57 D.L.R. (2nd) 141.

He noted that all those decisions held that a union is a legal entity capable of suing and being sued, certainly in matters relating to the Labour Relations Act as in the case at bar. He stated that those decisions did not go so far as to expressly exclude the possibility for the representatives to sue on behalf of the legal entity. But, in the opinion of Mr. Justice Guy, this was not necessarily an inadvertent ommission. He was not aware of any decisions stating that a corporation may take action through representatives, or that plaintiffs should or may sue the representatives of a corporation rather than the corporation itself. It appeared to Mr. Justice Guy to be trite law that a corporation must sue in its own name and be sued in its own name.

Mr. Justice Guy stated further:

> Quite apart from the fact that it is an artificial person in law (and has been since the decision in *Salomon v. Salomon & Salomon Co.* (1897) AC 22 . . .), the logic of the argument which demands that the "person" appear in court is underlined by factors such as these: (a) The assets of the person should be available to satisfy an adverse judgment; (b) The officers of the entity should be available for examination-for-discovery and production of documents; (c) The question of the domicile of the representatives and the domicile of the legal person may have a bearing on the matter of security for costs. Unless some such rule is enforced, there could be a multiplicity of proceedings which it is the duty of the court to avoid wherever possible.

Referring to the case at bar, Mr. Justice Guy stated that it was inconceivable that the plaintiffs would sue representatives of the defendant Utility Glove (1961) Ltd. rather than sue the corporation itself.

It was inconceivable, equally he said, that the court would entertain an action by alleged representatives of Utility Glove (1961) Ltd. against the union, if the positions were reversed.

Mr. Justice Guy quoted the following statement from 30 *Halsbury*, 3rd ed., p. 312:

> 571. Plaintiffs generally: actions of contract or tort. A person cannot be a plaintiff unless he has a vested interest in the subject matter of the action.
>
> In an action founded on contract, the proper plaintiff is the person with whom or on whose behalf the contract was made, or in whom the rights under the contract are vested.

Provision of the Collective Agreement

The action at bar was for an accounting. It was based on Art. XIII of a collective agreement dated June 1, 1961 and made between Utility Glove Company Ltd. and Amalgamated Clothing Workers of America, Local 459. Art. XIII reads:

> The employer agrees to monthly deductions of Union dues from wages earned by each union worker covered by this Agreement and also to any initiation fee not exceeding Three Dollars ($3.00). All monies so deducted *shall be paid* by the employer *to the office of the Union* at Winnipeg within two days after the pay day from which such money has been deducted.

Mr. Justice Guy noted that the agreement was executed by Amalgamated Clothing Workers of America, Local 459, over the signature of J. James, who did not appear in the list of plaintiffs as one of the representatives of the Amalgamated Clothing Workers of America, Local 459.

In Mr. Justice Guy's view, the accounting was to be made to the union, which is an entity in law or a *persona juridica*.

Form of Action

Mr. Justice Guy noted the reluctance of judges to render any decision that has a tendency to close avenues of redress that might be available to a plaintiff who claims to have suffered an injustice. Consequently, the modern judicial procedure

is to reduce technical formalities to a minimum so that the matters at issue may be examined on their merit. On the other hand, said Mr. Justice Guy, it is most unwise to make the rules so lax that they encourage any number of actions from various quarters, all based, broadly speaking, on the same circumstances and having the same issues. Such a situation might produce an excess of conflicting decisions and thus make it virtually impossible for counsel to determine what rules to follow when advising clients.

Mr. Justice Guy considered the judgment in *Walker v. Billingsley* (L.G. 1952, p. 1095) where Mr. Justice Wilson of the Supreme Court of British Columbia stated:

> If the fact that the union is a *persona juridica* does not preclude, in a proper case, an action against its members through their proper representatives, then I do not see why that same fact should preclude in a proper case (not in an action for damages) an action for the members by their proper representatives.

This last statement was supported by counsel for the plaintiffs in the case at bar. But counsel for the defendant company stated:

> No one disputes that the members of an entity can sue in a representative capacity. But they cannot claim for themselves what belongs to the entity.
>
> The point in the case at bar is not whether a representative action can ever be brought on behalf of the members of a union. Of course it can, *where the members are asserting a cause of action.*
>
> But the members cannot assert a cause of action which belongs to an entity separate from themselves.

Mr. Justice Guy referred also to the Rules of the Court of Queen's Bench and to the index to the rules indicating the fields in which representative actions are properly brought.

Representative Action Not Permitted

Mr. Justice Guy concluded: "In my opinion it is a safe, stable and satisfactory rule to enforce, that where a legal entity or *persona juridica* is, in fact, in existence and claims a wrong done to it, it and it only should appear before the court as a party; and that representative actions should not be permitted in such cases to confuse the law either by having different representatives for different actions, or inviting defences of *res judicata* [a case already decided] as a result of excessive litigation."

Appeal Dismissed

The Court of Appeal by a majority decision dismissed the appeal. *Senkiw et al v. Utility Glove (1961) Ltd.*, (1967) 59 WWR, Part 9, p. 350.

Recent Regulations under Provincial Legislation

In Alberta, new safety regulations for the lumbering industry and for woodworking operations went into force on May 1. In Quebec, new regulations under the Industrial and Commercial Establishments Act established safety standards for falsework used for shoring concrete form-work. In Prince Edward Island, the Rules of Procedure of the Labour Relations Board were revised, and new regulations respecting voting procedures under the Industrial Relations Act were issued. New apprenticeship and licensing regulations were issued in British Columbia and Ontario.

In Alberta, new safety regulations issued by the Workmen's Compensation Board for the lumbering industry and for woodworking operations, went into force on May 1.

The "Lumber Regulations," gazetted May 31 as Alta. Reg. 186/67, replace regulations governing logging, sawmill and woodworking operations issued in 1960. They apply to all employers and workmen concerned with the production of lumber, including logs, laths, shingles, ties and all other forest products the manufacture or production of which is an industry under the Workmen's Compensation Act.

The "Lumber Regulations" set out the responsibilities of employers, supervisors and workmen, specify the personal protective equipment and first-aid supplies to be provided by employers, and lay down general safety precautions to be observed by workmen and employers.

There are also housekeeping rules and special provisions respecting machinery, mobile equipment, ladders and saws. Other subjects dealt with include winching operations, the transportation of workmen, tractor and motor truck operations, and the piling and handling of lumber.

The "Woodworking Regulations" (Alta. Reg. 187/67 gazetted May 31) apply to all employers and employees concerned with the installation, operation and maintenance of woodworking machinery, including the making of veneer.

In addition to general provisions similar to those in the "Lumber Regulations," the "Woodworking Regulations" lay down specific safety rules for various types of saws and for other machines such as wood-shapers, lathes and routers. There are also special rules for veneer machinery.

BRITISH COLUMBIA

Apprenticeship and Tradesmen's Qualification Act

New regulations under this Act, gazetted June 8 (B.C. Reg. 116/67), amended the definition of the refrigeration trade and extended the minimum qualifying time for a certificate of proficiency from 8,000 hours to 10,000 hours.

Another new regulation (B.C. Reg. 115/67) amended the definition of the sheet-metal trade and established 10,000 hours as the minimum qualifying time required for a certificate of proficiency.

A third regulation (B.C. Reg. 114/67) added the trade of dry-wall finisher to the list of designated trades.

MANITOBA

Employment Standards Act

New regulations under the Employment Standards Act amended the requirements with respect to meal periods and rest periods.

As before, an employer is required to allow his employees one hour for meals and to give female employees a 10-minute rest period every three hours, with provision for exceptions. Under the amended regulations, the meal period may be reduced and the 10-minute rest period for women reduced or eliminated only with the approval of the Labour Board or in accordance with a collective agreement.

ONTARIO

Apprenticeship and Tradesmen's Qualification Act

New regulations for the trade of cement mason were gazetted June 10 as O. Reg. 199/67.

In these regulations, the trade of cement mason is designated as a "certified trade," which means that certificates of qualification are now compulsory for persons engaged in this trade. Apprentices and persons already engaged in the trade at the time of designation, are exempted.

The apprenticeship training program for this trade consists of three periods of 2,000 hours each. In the educational day classes and in the practical training, one of the subjects to be taught is safety, in particular the Construction Safety Act, 1961-62, and safety practices of the trade.

The minimum educational requirement for apprentice cement masons—Grade 8 or its equivalent instead of Grade 10—is lower than that in the general regulations.

An apprentice in this trade must enter into a contract with the local apprenticeship committee, which will be responsible for periodic review of his progress, and ensuring that he obtains the prescribed training and work experience.

During the first period of his apprenticeship, the minimum rate of wages payable to an apprentice cement mason is 60 per cent of the rate payable to a journeyman employed by the same employer, and with whom the apprentice is working. This must be increased to 75 per cent during the second period and to 90 per cent during the third. The ratio of apprentices to journeymen is one to four.

PRINCE EDWARD ISLAND

Industrial Relations Act

Revised Rules of Procedure made by the Labour Relations Board, and new regulations governing voting procedures under the Industrial Relations Act, were published on June 3.

The Rules of Procedure contain facsimiles of the forms to be used in connection with certification, specify the information to be submitted with an application for certification, and define membership in good standing.

A member in good standing of a trade union is a person who, in the opinion of the Board, and on the date of application for certification, has: (a) signed an application for membership in the union and (b) on his own behalf paid the initiation fee where applicable and the equivalent of normal membership dues for one month as prescribed by the constitution and bylaws of the union.

The regulations governing votes are the first such regulations to be issued in Prince Edward Island. According to a press report, the Minister of Labour and Manpower Resources said that the new procedures were intended to stabilize voting procedures, in particular those dealing with strike votes. The regulations provide for government supervision of votes, and prescribe the forms for notice of votes, for submitting a voters list and a report form for returning officers.

The Board will appoint the returning officer in the case of a representation vote, and the Minister in the case of a strike vote or a vote on the checkoff of union dues.

QUEBEC

Industrial and Commercial Establishments Act

The Quebec Government has issued new safety regulations governing the shoring of concrete form-work. These new regulations (O.C. 1390) went into force on June 10, the date of publication. They apply to the construction of all falsework used for shoring concrete form-work.

The head of the firm that erects or has falsework erected is responsible for ensuring that the regulations are complied with. If an inspector finds that any provision is not being observed, he may prohibit the pouring of concrete and order other work stopped if need be.

Before work on any falsework is started, the head of the firm must have the drawings approved by an engineer who is a member in good standing of the Corporation of Engineers of Quebec. He must forward one copy of the approved drawings to the nearest office of the Inspection Service of Industrial and Commercial Establishments. Another copy must be kept on file at the construction site for the duration of the work.

Before concrete is poured, there must be a written authorization from an engineer, stating that the falsework meets all the requirements of the approved drawings. The head of the company must immediately file a copy of this statement in the office where the original drawing is kept.

In certain cases, exceptions from these provisions are permitted, provided that the inspector has been notified and the other requirements specified in the regulations have been met.

Other technical provisions set out minimum safety requirements with respect to such matters as strength of materials, bearing surface, telescoping steel jacks, shoring, removal of posts, and dismantling of false work.

Other materials or methods of shoring concrete form-work may be used, but only if they are guaranteed to be as safe as those prescribed by the regulations. In such cases, the other provisions of the regulations will apply, subject to the necessary adjustments.

Smith

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and Welfare, and we trust that these recommendations will receive the full effect and force of law applicable to the Canada Labour Safety Code.

The establishment of a Task Force on Labour Relations by the Prime Minister, which is being directed by Professor H. D. Woods, McGill University, is a matter of keen interest to railway labour, and we shall co-operate in every way possible to advance the policy and opinions of railway employees.

We are greatly concerned by the massive application for branch line abandonment again submitted by the railways, and shall make every effort to see that each and every application is most carefully examined before any action is taken, and that adequate protection is guaranteed to all communities that may be adversely affected.

The Canadian Railway Labour Executives' Association welcomes the opportunity to participate more fully in the international field, and it has established an International Affairs Committee that will endeavour to assist in the work of the ILO and the International Transport Workers' Federation. We firmly believe that the establishment of Free Trade Unions in the so-called underdeveloped and developing countries to improve the standard of living and working conditions is the greatest contribution labour can make to promote enduring peace and happiness in the world to-day.

Number of April Claimants Down 10 Per Cent from March Total

Claimants for unemployment insurance benefit on April 28 totalled 492,000, which was 10 per cent fewer than the total of 544,000 on March 31, and 19 per cent more than the total of 414,000 on April 29, 1966. Males accounted for 90 per cent of the decrease from March to April and 70 per cent of the increase over last year's total.

Regular benefit claimants numbered 360,000 on April 28, which is 11 per cent fewer than the total of 407,000 at the end of March, and 25 per cent fewer than the total of a year ago.

Seasonal benefit claimants numbered 132,000 on April 28, which was 3 per cent less than the total of 137,000 on March 31, and 5 per cent more than the total of 126,000 at the end of April 1966.

Initial and Renewal Claims

A total of 148,000 initial and renewal claims were filed during April, which was 19 per cent fewer than the total of 182,000 filed during March, and 24 per cent more than the total of 120,000 filed during April 1966.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during April was estimated to be 461,000, compared with 458,000 in March, and 378,000 a year ago. Benefit payments during April totalled $47.2 million, compared with $53.2 million in March and $37.5 million in April 1966. The average weekly payment was $25.63 during April and $25.82 during March, compared with $24.76 in April 1966.

Provincial Data

The total number of claimants at the end of April showed a decrease in all provinces from the total at the end of March. The largest decrease, 17 per cent, occurred in Saskatchewan. The smallest decrease, 6 per cent, occurred in Alberta. The total number of claimants represented a general and substantial increase from a year ago, except in Manitoba. The percentage number of claimants at the end of April showed a smaller decrease from the end of March than those for the same interval a year ago.

All provinces except Prince Edward Island and Alberta had fewer claims in April. The largest increase for claims, 44 per cent—of which 35 per cent was for initial and 73 per cent for renewal—occurred in Ontario. Initial claims in British Columbia were 30 per cent above the figure for a year ago.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	*April 1967*	*March 1967*	*April 1966*	*Cumulative Data 1967* Jan. to April	*Cumulative Data 1967* 12 months ending April
			(in thousands)		
Insured population as at month-end	—	4,799	4,465	—	—
Initial and renewal claims filed					
Total	148	182	120	755	1,648
Initial	111	134	91	574	1,233
Renewal	37	48	29	180	415
Claimants currently reporting to local offices	492	544	414	530*	328*
Beneficiaries (weekly average)	461	458	378	423*	246*
Weeks compensated	1,842	2,059	1,513	7,176	12,650
Benefit paid	$ 47,212	53,167	37,467	185,292	316,761
Average weekly benefit	$ 25.63	25.82	24.76	25.82	25.04

*Monthly average.
†Discrepancy between totals and sub-totals is due to rounding.

MacDonald

Continued from page 559

supplementary income, these have not been of major proportions. As far back as 1947 these items accounted for 48.6 per cent of the GNP. By 1961 this figure had risen to 50.7 per cent. The latest available figure is 50.8 per cent. There have been some movements between these years, but they have been very largely within the range of one per cent.

But despite the marked advances made by labour on both the organizational and economic fronts, progress in the field of legislation has been slow. And, although labour has continued to press for much-needed improvements in various forms of social legislation, we have been confronted with intensive drives to introduce legislation of a type that would seriously damage the collective bargaining process and hamper workers in the exercise of their right to have efficiently functioning organizations.

The delay with regard to the introduction of Medicare is indicative of the slow pace at which we move in improving measures designed for the good of all the people. There is a great need in Canada for a broad look at our social legislation as a whole, and the implementation of a much greater degree of co-ordination.

Our record with regard to housing continues to be deplorable. Despite the various figures that have been used in an effort to bolster rosy forecasts, there is obviously no ground for complacency in the Canadian housing outlook. It is highly unlikely that the Government's predictions of 160,000 new homes this year will be achieved; and even this falls short of the 170,000 that the Economic Council of Canada says are required.

As far as the general employment situation is concerned, there are some factors that give cause for serious concern. The completion of many major Centennial projects across the country, as well as Expo, means the end of undertakings that have provided a great deal of work in construction and allied industries. The possibilities of trade revisions having a major impact on some Canadian industries may easily be reflected in employment conditions. The great challenges of technological change are still not being adequately met.

It is therefore obvious that in these, and in many other areas, great challenges confront the labour movement and the Canadian people as a whole. A strong and united labour movement is now more necessary than ever. This Labour Day should be an occasion for trade unionists to re-dedicate themselves to continuing to build on the great traditions and accomplishments which are our heritage.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2679

A married claimant applied for benefit and registered for employment as a counter girl. For six months she had worked in that capacity in a restaurant at a salary of $1 an hour, and she voluntarily quit her employment.

Four months after applying for benefit, the claimant was told by the local office of an offer of continuing employment with a restaurant as a counter girl, at $1 an hour. The prevailing rate of pay for such work in the district was reported to be 65 cents an hour. The hours of work in the job offered were 8 a day and 48 a week, night work (5 p.m. to 1:30 a.m.). The restaurant was situated at a distance of two miles from the claimant's residence, and bus service was available at a cost of 40 cents a day.

The claimant refused the job, stating that she had left her previous position because of steady night work. She added that she would prefer a day job between the hours of 7:30 a.m. and 5 p.m. The local office commented that there were possibilities of day work at these hours. The office wrote to her again, and asked if she would be available for work only from 7:30 a.m. to 5:00 p.m. daily. She replied that she preferred day work; but would be willing to work night shifts on alternating weeks.

The insurance officer subsequently disqualified the claimant and suspended benefit for six weeks on the grounds that she had, without good cause, refused or failed to apply for employment that was offered.

In her appeal against the insurance officer's ruling, the claimant told the board of referees that steady night work had kept her away from her children and family responsibilities for almost seven months, and was causing disunity in the house. She added that she would be willing to work any time during daylight hours.

The board of referees heard the case in the claimant's presence, and the majority of the members upheld the insurance officer's decision and dismissed the appeal. In their report, they noted that the claimant had been out of work for four and a half months when she was offered employment at the restaurant. During that long period of time, she did not succeed in finding work, according to her own declaration.

The board noted also that the employment offered was near the claimant's home, was similar to her previous work, and paid a wage higher than the prevailing rate. The board observed that the employment would have been permanent, and that the only reason the claimant refused it was because it interfered with her family life.

The dissenting board member pointed out that the claimant had always maintained that night work was not suitable, and that she was available and willing to work during the day. There was no proof, he said, that she had had an opportunity to work a day shift.

In her appeal to the Umpire, the claimant repeated her wish to work days for the reasons given, and reiterated the statement that, while unemployed, she had made a number of personal efforts to find such work. Day work in her occupation was available, she insisted, because she had actually worked days at a restaurant on various occasions since applying for benefit, and had also worked a day shift in a cafeteria for about nine months.

The one referral made by the Commission while she was unemployed had been unsuitable because of the proposed hours, she said. A more determined effort might have been made to find day work, she thought, because of the number of eating places in the vicinity that are open during mornings and afternoons as well as evenings.

Considerations and Conclusions

The Umpire noted that the employment offered the claimant was suitable within the meaning of the Act, and that, consequently, the disqualification would have to stand, because the claimant's reason for refusing employment was an entirely personal one. If, as the claimant said in her appeal, daytime work in her usual occupation was available in the area, why did she not find such work during her four-month period of unemployment? The claimant must understand, said the Umpire, that she herself has to make real and constant efforts to secure employment.

Because there was evidence that the claimant had, in fact, worked days on various occasions during her period of unemployment, the Umpire decided, after taking into account also the particular nature of her family responsibilities, to reduce the period of disqualification to two weeks. The claimant's appeal was disallowed, with this modification.

CUB 2688

After filing a renewal application for benefit, the claimant registered for employment as an assembler. He had been employed in this capacity with a car manufacturing company during the preceding six weeks at a wage of $2.85 an hour. He gave as the reason for separation from employment, "laid off — work shortage — I was bumped by a senior employee." His claim was allowed.

The local office was notified a month later that, in accordance with the terms of the Training Allowance Act, the claimant was attending a course of technical and vocational training and being paid an allowance effective October 20, 1966. Subsequently the insurance officer advised the claimant that he was disqualified from receiving unemployment insurance benefit for the week of October 16 in accordance with the terms of the Training Allowance Act.

The claimant shortly thereafter appealed the decision to the board of referees, claiming that he was being discriminated against for attempting to retrain for suitable employment. He pointed out that he was being denied unemployment insurance benefits for four days during which he was capable of and available for work, and that he had drawn two days pay from the retraining allowance scheme. He said he believed that the local office had mishandled his claim and that he should be paid for the time he was not attending school.

At the board's hearing, which was held

in the presence of the claimant, it was argued that, if there was a conflict between the Training Allowance Act and the Unemployment Insurance Act, the board should deal only with the latter. To agree with the insurance officer's adjudication would deprive the claimant of his unemployment insurance benefits and his negotiated benefits in S.U.B. It was argued also that, in case of any conflict, the benefit of doubt should be given to the claimant.

The majority of the board believed that Sec. 4 of the Training Allowance Act is quite clear, and that the insurance officer had interpreted the Act correctly. Although the majority believed also that some injustice was being done to the claimant, the members were bound by the unambiguous wording of that section of the Act and could not go against it in order to give the benefit of doubt to the claimant. By majority decision, therefore, the claimant's appeal was dismissed and the adjudication of the insurance officer affirmed.

One member of the board dissented, saying that Sec. 4 of the Training Allowance Act was not clear about providing benefits for part of a week. He urged that the claimant, having been asked to attend school starting on a Thursday, and to take classes on a Friday, be compensated by the UIC for the first three days of the week.

In its appeal to the Umpire, the claimant's UAW local pointed out that the claimant had started a retraining course and had received partial training allowance, the amounts received being less than the unemployment insurance benefits normally paid for a week of unemployment. Because this man was unemployed other than during the time he went to school, the union stated, the administration of the Act by the insurance officer and board of referees was incorrect. The union added that the claimant had been capable of and available for work during the days he did not attend school.

The next to submit observations was the insurance officer. He suggested that the question of the claimant's receiving training allowance under the Training Allowance Act during the week of October 16 was not in dispute — nor was the question of whether the claimant was capable of and available for work during that week relevant under the circumstances. Section 4 of the Training Allowance Act, he said, provides that, notwithstanding anything contained in the Unemployment Insurance Act, an insured person being trained under a program is not entitled to be paid benefit under the Unemployment Insurance Act for any week in which a training allowance is payable to him under that program.

The insurance officer submitted that the majority decision of the board of referees, which was in accordance with the provisions of Section 4 of the Training Allowance Act, should be maintained, and that the decision should also apply to the case of another claimant whose case is similar.

Considerations and Conclusions

The Umpire noted that Sec. 4 of the Training Allowance Act does not explicitly provide for a situation where, as in this case, a lesser period than a week is involved; but he thought its provisions make it sufficiently clear that periods of entitlement to benefit and periods of entitlement to training allowance were meant to be mutually exclusive.

The record showed, he said, that the training allowance became payable to the claimant from October 20. This was the day from which the claimant, pursuant to Sec. 4 of the Training Allowance Act, ceased to be entitled to be paid unemployment insurance benefit. The Umpire considered this to be in accordance with the true intent, meaning and spirit of the said Act, and he so decided.

He noted also that a training allowance for less than a week was ruled to be payable to the claimant, notwithstanding that the Training Allowance Act nowhere specifically provided for it. This ruling, and the fact that it is permissible under the Unemployment Insurance Act to pay benefit in respect of lesser periods than a week, were material considerations in leading to the decision.

The Umpire ruled also that, as requested by the insurance officer in his observations, the decision would apply, with the necessary alterations, to the case of the other claimant whose circumstances were similar.

Conciliation

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Service Guild (Conciliation Officer: H. R. Pettigrove).

Settlements by Conciliation Officers

1. Canadian Pacific Railway Company S.S. *Princess of Acadia* and Seafarers' International Union of Canada (Conciliation Officer: H. R. Pettigrove) (see above).

2. Atomic Energy of Canada Limited, and Chalk River Technicians and Technologists, Local 1568, Canadian Labour Congress (Conciliation Officer: W. M. Dempster) (see above).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 404, Office and Professional Employees' International Union (Conciliation Officer: W. M. Dempster) (see above).

4. The Owen Sound Transportation Co. Limited, and Seafarers' International Union of Canada (Conciliation Officer: T. B. McRae) (L.G., Aug., p. 498).

5. Quebecair, Rimouski, P.Q., and the International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 498).

6. Northern Industrial Carriers Ltd., Edmonton, Alta., and Locals 362 and 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith) (L.G., July, p. 417).

Conciliation Boards Appointed

1. Canada Coach Lines Ltd., Hamilton, Ont., and Amalgamated Transit Union, Division 107 (L.G., May, p. 310).

2. Bristol Aviation Services, Montreal International Airport and Lodge 869, International Association of Machinists and Aerospace Workers (L.G., July, p. 417).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian National Railways (Canadian National Newfoundland Steamship Service and Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers, (L.G., Aug., p. 498) was fully constituted in June with the appointment of Magistrate Nathan Green, Q.C., Halifax, as Chairman. Mr. Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. W. Cox, Q.C., Halifax, and union nominee J. K. Bell, Halifax.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between *Radio Iberville Ltée*, Ville Jacques-Cartier, Que., and *Syndicat Général de la Radio CSN (CHRS)* (L.G., Aug., p. 498) was fully constituted in June with the appointment of G. D. LaViolette, Montreal, as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from company nominee Raymond Lachapelle and union nominee Jean Couvrette, both of Montreal.

Board Report Received

Atomic Energy of Canada Limited, Pinawa, Man., and Lodge 608, International Association of Machinists and Aerospace Workers (L.G., Aug., p. 498).

Publications Received in the Department of Labour Library

List No. 222

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *Labour Gazette*.

Agriculture

1. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Agriculture and the Atlantic Economy*. Halifax, 1966. Pp. 44.

2. HASBACH, WILHELM. *A History of the English Agricultural Labourer*. Translated by Ruth Kenyon, with a preface by Sidney Webb. London, Frank Cass and Co., Ltd., 1966. Pp. 470.

This valuable reference source was first published in Germany in 1894, published for the first time in English in 1908, and reprinted in 1966.

Automation

3. CROSSMAN, EDWARD ROBERT FRANCIS WARD. *Automation, Skill, and Manpower Predictions*. Washington, U.S. Dept. of Labor, Manpower Administration, 1966. Pp. 39.

"Condensed transcript of the seminar held in Washington, D.C., April 15, 1965."

4. HIGGINSON, M. VALLIANT. *Managing with EDP; a Look at the State of the Art*. New York, American Management Association, 1965. Pp. 111.

Contents: The role of EDP and its effects. What is EDP? Why are Companies using Computers? How does Management use Computer Information? Planning with EDP. Administering with EDP. Controlling with EDP. EDP in retrospect: the human element.

5. SILBERMAN, CHARLES ELIOT. *The Myths of Automation* [by] Charles E. Silberman and the editors of Fortune [1st ed.] New York, Harper & Row, 1966. Pp. xii, 148.

"Series of seven articles reprinted . . . substantially as they appeared in Fortune . . . from January 1965 to May 1966."

Mr. Silberman is a member of the Board of Editors of Fortune magazine and a lecturer in economics at Columbia University. He set out "to study how automation and new technologies were affecting the labor market and, through it, American society and culture." The book takes a look at automation and its relationship to the blue-collar worker, teenagers, early retirement, poverty, and the current labour situation, among other things.

Civil Service

6. GREAT BRITAIN. TREASURY. *Staff Relations in the Civil Service*. [4th ed.] London, HMSO, 1965. Pp. 43.

Partial contents: Staff associations. Whitley Councils. Official attitudes to staff activities. Disagreements and arbitration. Government industrial employees. The Appendix lists staff association journals, nationally recognized associations, the constitution of the National Whitley Council, a model constitution for a departmental Whitley Council, Civil Service arbitration agreement, Arbitration Tribunal rules of procedure, etc.

7. GREAT BRITAIN. COMMITTEE APPOINTED TO REVIEW THE ORGANISATION OF THE SCIENTIFIC CIVIL SERVICE. *Report*. London, HMSO, 1965. Pp. [28].

At head of title: H. M. Treasury.

Sir Mark Tennant, chairman.

Commissions

8. CANADA. DEPARTMENT OF JUSTICE. SPECIAL COMMITTEE ON HATE PROPAGANDA IN CANADA. *Report to the Minister of Justice*. Ottawa, Queen's Printer, 1966. Pp. 327.

Maxwell Cohen, chairman. The Committee examined the nature and scope of the hate propaganda problem in Canada and made recommendations on its suppression and control. The Committee concluded "First: there should be new legislation in Canada because of the present deficiencies in the law, so as to forbid the following: (a) advocacy of genocide, (b) incitement to hatred of groups that is likely to occasion breach of the peace, and (c) group defamation. Second: the legislation should be so drafted as to permit the maximum freedom of expression consistent with its purpose and the needs of a free Society."

9. CANADA. ROYAL COMMISSION OF INQUIRY INTO WORKING CONDITIONS IN THE POST OFFICE DEPARTMENT. *Report*. Ottawa, Queen's Printer, 1966. Pp. 363.

The Commissioner, Mr. Justice André Montpetit, inquired into "grievances relating to work rules, codes of discipline and other conditions of employment applying to non-supervisory operating employees, exclusive of salaries" in the Post Office Department. Text in English and French.

Economic Conditions

10. MINGS, TURLEY RAY. *An Inter-Country Comparison of the Factors determining Cyclical Behavior in Sweden, Canada, Austria, and Belgium, 1929-1937*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 326.

Thesis (Ph.D.) — University of California, Berkeley, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by Microfilm-xerography by University Microfilms, Ann Arbor, Michigan, 1967."

11. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Industrial Production, 1955-1964. Production industrielle, 1955-1964*. Paris, 1966. Pp. 243.

Text in English and French.

On cover: Historical statistics.

12. SLATER, DAVID W. *Perspective on Canada's International Payments, A Background Sketch and Survey*. Ottawa, Queen's Printer, 1966. Pp. 94.

"The purpose of this study is to assess the implications of foreign transactions for a country's international financial position, and the inter-relationships between these transactions and the domestic economy."

13. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1965. Part I. The European Economy in 1965*. New York, United Nations, 1966. Pp. 70, 5, 102.

Employment Management

14. MCBEATH, MAURICE GORDON. *Organization and Manpower Planning* [by] Gordon McBeath. London, Business Publications, 1966. Pp. 298.

Partial contents: Business objectives. Business planning. Organization planning. Manpower planning. Career planning. Salary planning. Job information. Job grading. Organization analysis. Manpower standards. Selection and placement. Manpower inventory. Performance appraisal. Potential ability. Training and development.

15. MEADE, J. P. de C. *Supervisory Training, a New Approach for Management*, by J. P. deC. Meade and F. W. Greig, Industrial Training Service. London, HMSO, 1966. Pp. [60].

At head of title: Ministry of Labour, Central Training Council.

Contents: Introduction. Analyzing supervisory jobs. Appraisal. Planning and operating supervisory training programmes. Evaluating the effectiveness of supervisory training. Introducing analytical methods of supervisory training in a company.

Human Rights

16. HELLING, RUDOLF ANTON. *The Position of Negroes, Chinese and Italians in the Social Structure of Windsor, Ontario; a Report submitted to the Ontario Human Rights Commission.* Windsor, Department of Sociology and Anthropology, University of Windsor, 1965. Pp. 124.

17. HENRY, FRANKLIN J. *Perception of Discrimination Among Negroes and Japanese-Canadians in Hamilton; A Report submitted to the Ontario Human Rights Commission.* Hamilton, McMaster University, Department of Sociology and Anthropology, 1965. Pp. 97.

This study was sponsored by the Ontario Human Rights Commission, the Social Planning Council of Hamilton and District, and McMaster University. It is based on 204 interviews conducted during the summer of 1964.

Industrial Relations

18. BROOKBANK, C. ROY. *Causes and Issues in Current Labour Unrest; a Paper prepared for Special Evening Research Seminar, November 10, 1966, Industrial Relations Centre, McGill University.* Montreal, Industrial Relations Centre, McGill University, 1966. Pp. 8.

The author raises some questions about labour relations in Canada and then attempts to answer them.

19. FOENANDER, ORWELL de RUYTER. *Shop Stewards and Shop Committees; a Study in Trade Unionism and Industrial Relations in Australia.* [Carlton] Melbourne University Press; New York, Cambridge University Press, 1965. Pp. 137.

20. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Labour Management Relations in Western Europe, with a Special Contribution on The Future of Collective Bargaining in the Common Market Area*, by Bernhard Tacke. [2d Ptg. with additions] Brussels, 1966. Pp. 61.

21. NORTHRUP, HERBERT ROOF. *Boulwarism; the Labor Relations Policies of the General Electric Company, Their Implications for Public Policy and Management Action.* Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan, 1964. Pp. 197.

Boulwarism derives its name from Lemuel R. Boulware, a former Vice-President of General Electric Company. The Boulware concept of collective bargaining is this: "After careful research, and a full exchange of views with the union bargaining agents for many days, or even weeks before an offer is made, the company puts what it believes proper on the [collective bargaining] table and changes it only on the basis of what is considered 'new information' " The author says ". . . the GE approach basically denies unions the political victory of proving that it forced the company to accede to union demands, or at least to seek a compromise." The author, a university professor, was once an Employee Relations consultant at the General Electric Company.

22. STEINMETZ, LAWRENCE LEO. *Grass-Roots Approach to Industrial Peace: Planning and Promoting Area Development through the Labor-Management Community Council.* Ann Arbor, Michigan, Bureau of Industrial Relations, Graduate School of Business Administration, the University of Michigan, 1966. Pp. 52.

The case study of the Jackson, Michigan, Labor-Management Relations Conference Board which was set up in 1958 to improve industrial relations in the community. The Jackson board, composed of 15 men (seven management representatives, seven union representatives, and one moderator from outside labour and management) meets once a month to discuss topics of concern to the local industrial community.

23. U.S. BUREAU OF LABOR STATISTICS. *Major Collective Bargaining Agreements; Management Rights and Union-Management Co-operation.* Washington, GPO, 1966. Pp. 68.

Based on a study of 1,773 major collective agreements this study deals with the prevalence of the management rights provision, its form, the rights retained by management, and the limitations placed on management action. The study also discusses "collectively bargained co-operation pledges and committees dealing with issues in which management normally reserves the right to act unilaterally."

Industry — Location

The following four surveys were prepared by the Industrial Development Branch, Alberta Department of Industry and Development, and published in Edmonton in 1966.

24. *Town of Falher.* Pp. 13.
25. *City of Medicine Hat.* Pp. 17.
26. *Town of Peace River.* Pp. 16.
27. *Town of Westlock.* Pp. 12.

Labour Organization

28. INTERNATIONAL LABOUR OFFICE. FACT-FINDING AND CONCILIATION COMMISSION ON FREEDOM OF ASSOCIATION. *Report concerning Persons employed in the Public Sector in Japan.* Geneva, International Labour Office, 1965. Pp. xxxviii, 758, 13.

Commissioners: Erik Dreyer (Denmark), chairman, David Cole (U.S.), and Sir Arthur Tyndall (New Zealand).

A panel of three commissioners representing the International Labour Office was appointed "to examine the complaints of alleged infringements of trade union rights in Japan submitted by 11 trade union organisations, and referred to the Fact-Finding and Conciliation Commission by the Governing Body of the International Labour Office with the consent of the Government of Japan." Text in English and French.

29. TRADES UNION CONGRESS. *Trade Unionism: the Evidence of the Trades Union Congress to the Royal Commission on Trade Unions and Employers' Associations.* London, 1966. Pp. 186.

Contents of 5 sections: 1. Trade union principles. 2. Trade union function. 3. Trade unions and the community. 4. Trade unions and employers. 5. Trade unions' internal affairs.

30. TURNER, IAN. *Industrial Labour and Politics: the Dynamics of the Labour Movement in Eastern Australia, 1900-1921.* Canberra, Australian National University; Cambridge, U.P., 1965 [i.e. 1966] Pp. 272.

Labour Supply

31. QUEBEC (CITY). UNIVERSITÉ LAVAL. DÉPARTEMENT DES RELATIONS INDUSTRIELLES. *Une politique globale de la main-d'oeuvre* [par] André Raynauld [et al.]

Québec, Les Presses de l'Université Laval, 1966. Pp. 165.

Report of the 21st Congrès des relations industrielles de l'Université Laval held in Quebec City, April 18 and 19, 1966.

Contents: Les objectifs d'une politique de main-d'oeuvre [par] André Raynaud. Nature et contenu d'une politique globale de main-d'œuvre [par] Roland Parenteau. Mise en oeuvre d'une politique globale de main-d'œuvre [par] Laurent Bélanger. Politique de main-d'œuvre et négociation collective [par] Pierre-Paul Proulx. Politique fédérale et politique provinciale de main-d'œuvre — table ronde. Croissance économique et politique de main-d'œuvre [par] Louis Couillard.

32. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Manpower Policy and Programs in Five Western European Countries: France, Great Britain, the Netherlands, Sweden, and West Germany*. Washington, GPO, 1966. Pp. 59.

Labouring Classes

33. BRODY, DAVID. *Labor in Crisis: the Steel Strike of 1919*. [1st ed.] Philadelphia, Lippincott, 1965. Pp. 208.

This book assesses the roles of management, the trade unions, workers, the government, and the public in the Steel Strike of 1919 in the United States.

34. INTERSTATE CONFERENCE ON LABOR STATISTICS. 23rd, STORRS, CONNECTICUT, 1965. *Proceedings, June 15-18, 1965. Storrs, Connecticut*. Washington, GPO, 1966. Pp. 262.

Co-sponsored by the Connecticut Labour Department and the University of Connecticut and the U.S. Bureau of Labor Statistics.

Partial contents: Provisions for job opportunities and employability in manpower legislation. Government and community participation in the program of economic opportunity. Yardsticks for counting the poor. Community and government co-operation for disadvantaged groups. Current economic situation and outlook. Developments in state and federal statistics and research roundtable. Productivity and automation. Statistics for industry and government safety programs.

35. LABOUR COLLEGE OF CANADA. *Report of the Fourth Term of the Labour College of Canada, May 30-July 22, 1966*. Montreal, 1966. Pp. 32.

Text in English and French

36. MCKEAN, EUGENE C. *The Taxable Wage Base in Unemployment Insurance Financing*. Kalamazoo, W. E. Upjohn Institute for Employment Research, 1965. Pp. ix, 96.

A study of the financing of state unemployment insurance systems with an examination of the arguments for a higher taxable wage base.

37. PATCHEN, MARTIN. *Some Questionnaire Measures of Employee Motivation and Morale; a Report on Their Reliability and Validity*, by Martin Patchen with the collaboration of Donald C. Pelz and Craig W. Allen. Ann Arbor, Survey Research Center, Institute for Social Research, University of Michigan, c1965. Pp. 82.

The authors "evaluated the reliability and validity of questionnaire items intended to be an indicator of that characteristic" for five employee characteristics: 1. Job motivation: level of aroused motivation on the job. 2. Interest in work innovation: in finding new ways of doing things on the job. 3. Willingness to express disagreement with supervisors. 4. Attitude toward changes introduced into the job situation. 5. Identification with the work organization. "The authors combined the best items bearing on each characteristic to form an index measure of that characteristic."

38. ROSS, PHILIP. *The Labor Law in Action; an Analysis of the Administrative Process under the Taft-Hartley Act*, Washington, National Labor Relations Board, 1966. Pp. 357.

A study of cases which came before the National Labor Relations Board during a five-year period (July 1, 1957 to June 30, 1962) in which it was alleged that employers had violated the section in the Taft-Hartley Act covering the duty to bargain. The author is on the faculty of the University of Pittsburgh Graduate School of Business.

39. U.S. BUREAU OF LABOR STATISTICS. *BLS Handbook of Methods for Surveys and Studies*. [3d ed] Washington, GPO, 1966. Pp. 238.

"For each major program there is a brief account of how it came into being and what it attempts to do. Where the original data comes from is noted, terms are defined, and the concepts adopted are outlined. The statements which follow describe how the data are put into final form, tell how the results may be used, and state the limitations to be kept in mind in using the information."

40. U.S. BUREAU OF LABOR STATISTICS. *Labor Digests on Countries in Europe*. Washington, GPO, 1966. 1 volume (various pagings).

Contains digests on labour conditions in 29 European countries, prepared in the spring of 1965.

Negroes

41. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Experience with Negro Employment*, by Stephen Habbe. New York, 1966. 2 volumes.

Forty-seven companies of different size supplied the information from which this report was prepared. Information is given concerning executive attitudes about the employment of Negroes and about company experience and practice in employing Negroes. Personnel practices such as recruitment, interviewing, testing, training, supervising, and promoting are examined. Includes 47 case studies.

42. U.S. BUREAU OF LABOR STATISTICS. *The Negroes in the United States; Their Economic and Social Situation*. Washington, GPO, 1966. Pp. 241.

Contents: The Negro population. Employment, unemployment, and the labor force. Income, earnings, and the incidence of poverty. Estimated effects of selected Federal programs on employment and unemployment.

Occupations

43. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Mechanical Repair Occupations*. 1st ed. Ottawa, Queen's Printer, 1965. Pp. 120.

Information is given regarding 26 different kinds of mechanics, including nature of work, preparation and training, working conditions, advancement, and future outlook.

44. ELDER, JEAN. *Spotlights in Guidance* (by) Jean Elder, H. John Brewer [and] Elmer E. Huff. Toronto McGraw-Hill Co. of Canada, 1966. Pp. 346.

Intended for Grade 9 students as a guide for their educational and career planning.

Prices

45. HULTGREN, THOR. *Cost, Prices, and Profits. Their Cyclical Relations* [by] Thor Hultgren, assisted by Maude R. Pech. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1965. Pp. 229.

This study reports the author's findings about seven related variables in a number of industries: man-hours per unit of product, hourly earnings, labour cost, total cost, prices received, profit margins, and aggregate profits.

46. U.S. BUREAU OF LABOR STATISTICS. *The Consumer Price Index: History and Techniques*. Washington, GPO, 1966. Pp. 118.

". . . Presents an historical summary covering the scope and method of compiling the Consumer Price Index since its

inception, a rather detailed explanation of present techniques, and a description of the 1964 comprehensive revision of the index. A bibliography of publication on methodology and analysis of price trends is included."

Seasonal Trades

47. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The Impact of Winter on the Canadian Worker: and Examination of Seasonal Variations in Employment and Unemployment in Canada.* Ottawa, Queen's Printer, 1966. Pp. 41.

"The pamphlet is concerned with certain economic problems associated with seasonal unemployment, the extent of seasonal variations in employment and unemployment in Canada and its five regions, with the characteristics of the seasonally unemployed workers."

48. U.S. BUREAU OF LABOR STATISTICS. *The BLS Seasonal Factor Method (1966): Description; Application on an Electronic Computer, Washington,* GPO, 1966. Pp. 44.

Wages and Hours

49. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Productivity and Pay during the Period of Severe Restraint.* London, HMSO, 1966. Pp. (22)

"We [the National Board] confine ourselves in the present Report to an assessment of the potential value of productivity agreements and to an elaboration of the guide-lines by which we consider that increases in pay on grounds of productivity and efficiency should be judged during the period of severe restraint."

50. U.S. BUREAU OF LABOR STATISTICS. *Salary Trends: City Public School Teachers, 1925-65.* Washington, GPO, 1966. Pp. 41.

Miscellaneous

51. BROWN, DAVID GRANT. *The Market for College Teachers; an Economic Analysis of Career Patterns among Southeastern Social Scientists.* Chapel Hill, University of North Carolina Press, 1965. Pp. 301.

Based on a survey of about 150 faculty members in departments of economics, sociology, and history in 18 of the largest American Southeastern universities and colleges, this is a study of the labour markets in which faculty members are supplied and demanded. The author attempts to answer these questions: "what are the channels of communication in academic labor markets? What are the characteristics of the supply of college professors? What is the nature of the demand for college faculty? What are the sources of imperfection in labor markets? Do the observed imperfections cause a misallocation of teaching manpower?"

52. DEANE, PHYLLIS. *The First Industrial Revolution.* Cambridge [Eng.] University Press, 1965. Pp. 295.

This book, originating in a course of lectures given for undergraduates studying Economics at Cambridge University, covers the development of British economy between 1750 and 1850.

53. LAWRENCE, ROBERT JOHN. *Professional Social Work in Australia.* Canberra, Australian National University, 1965. Pp. xvii, 241.

This study examines the development of social work training bodies and their course, the movement of qualified social workers into various employment fields, and the growth of professional associations. The history of social work in Australia begins in the early 1930's.

54. MASSE, BENJAMIN LOUIS. *The Church and the Antipoverty Program,* Washington, U.S. Dept. of Labor, Manpower Administration, 1966. Pp. 21.

"Condensed transcript of the seminar held in Washington, D.C., May 27, 1965."

55. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Setting Advertising Objectives,* by Saul S. Sands. New York, c1966. Pp. 92.

Discusses the practices of companies that set advertising objectives and measure advertising results. Fifteen case histories are included.

56. REGIONAL SCIENCE ASSOCIATION. *Papers, Volume XVI, 1966; European Congress, Cracow, 1965.* Philadelphia, Published by the Regional Science Association in cooperation with the Department of Regional Science, Wharton School, University of Pennsylvania [1966] Pp, 171.

Contains most of the papers presented at the Fifth European meeting of the Regional Science Association held in Cracow, Poland, September 1965.

57. U.S. BUREAU OF LABOR STANDARDS. *Demolition.* Washington, GPO, 1966. Pp. 67.

58. VANDE VEGTE, JOHN. *New Technology in Materials and Processes:* [a] *Paper . . . prepared . . . for the Conference on Productivity Through New Technology . . . held in Winnipeg, February 15-16, 1966.* Ottawa, Queen's Printer, 1966. Pp. 49.

This is a study of developments in certain fields in materials and processes, giving examples of new and improved products.

The Origin of "Boycott"

The word "boycott," which has a deeply personal meaning for organized labour, evolved from the 19th century when absentee English landlords demanded exorbitant rents from impoverished tenant farmers in Ireland, and evicted them when the rents were not paid.

One rent collector, Captain Charles Boycott, acting for the Earl of Erne, refused to accept the reasonable rents that were offered him, and evicted his tenants. In retaliation, the farm workers imposed upon the captain a state of isolation. No man would save his crops or drive his cart. The smith would not shoe his horses, the grocer would not supply him with goods, the laundress would not wash for him, and the postman would not deliver his letters.

The device had been suggested by Charles Stewart Parnell, the great Irish patriot, who denounced any man who took over farms from which others had been evicted. Such a man, he said, should be placed "in a moral Coventry, by isolating him from his kind as if he were a leper of old." And Parnell concluded: "You can be sure that there will be no man so full of avarice, so lost to shame, as to dare the public opinion of all right-thinking men and to transgress your unwritten code of law . . ."

Captain Boycott dared to face the isolation imposed upon him. He imported labourers, and guarded them with British cavalry and constabulary. But the situation grew intolerable, and in the end he was forced to return to England defeated and ruined, leaving behind his infamous name as a warning to all those who would trample on the rights of others.

Statistics Section

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	June 17	7,859	+ 1.9	+ 4.3
Employed	June 17	7,567	+ 2.1	+ 3.6
Agriculture	June 17	606	+ 1.0	+ 5.4
Non-agriculture	June 17	6,961	+ 2.2	+ 3.5
Paid workers	June 17	6,435	+ 2.2	+ 3.5
At work 35 hours or more	June 17	6,236	+ 1.1	+ 0.9
At work less than 35 hours	June 17	1,029	+ 1.7	+16.7
Employed but not at work	June 17	302	+31.3	+26.4
Unemployed	June 17	292	− 4.0	+27.0
Atlantic	June 17	30	−33.3	+25.0
Quebec	June 17	103	−16.3	+21.2
Ontario	June 17	102	+37.8	+36.0
Prairie	June 17	21	−19.2	+40.0
Pacific	June 17	36	0.0	+16.1
Without work and seeking work	June 17	279	− 2.1	+26.8
On temporary layoff up to 30 days	June 17	13	−31.6	+30.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	March	118.5	+ 0.2	+ 3.0
Manufacturing employment (1961 = 100)	March	122.0	0.0	+ 1.2
IMMIGRATION	1st Qtr. 1967	43,989	—	+43.2
Destined to the labour force	1st Qtr. 1967	24,334	—	+52.2
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	102	+ 5.2	0.0
No. of workers involved	June	54,035	+ 4.7	+27.1
Duration in man days	June	714,220	+48.7	+83.3
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	March	$100.98	+ 0.1	+ 6.2
Average hourly earnings (mfg.)	March	$2.37	+ 0.9	+ 6.8
Average hours worked per week (mfg.)	March	40.1	− 0.3	− 2.7
Average weekly wages (mfg.)	March	$95.03	+ 0.8	+ 4.2
Consumer price index (1949 = 100)	June	148.8	+ 0.5	+ 3.5
Index numbers of weekly wages in 1961 dollars (1961 = 100)	March	111.6	0.0	+ 0.9
Total labour income ....000,000.	March	$ 2,546	+ 1.2	+10.7
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	April	283.9	+ 1.7	+ 3.5
Manufacturing	April	253.1	+ 2.6	+ 2.6
Durables	April	263.0	+ 2.4	+ 1.9
Non-durables	April	244.6	+ 2.9	+ 3.2
NEW RESIDENTIAL CONSTRUCTION†				
Starts	May	16,096	+95.8	+57.4
Completions	May	11,533	+10.9	+30.2
Under construction	May	64,066	+ 7.8	−16.8

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the Characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

Tables

A-1 to A-3—Labour Force
B-1—Labour Income
C-1 to C-7—Employment, Hours and Earnings
D-1 to D-4—Manpower Division
E-1 to E-4—Unemployment Insurance
F-1 and F-2—Prices
G-1 to G-4—Strikes and Lockouts
H-1—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended June 17, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,859	650	2,235	2,921	1,290	763
Men	5,448	468	1,566	1,979	904	531
Women	2,411	182	669	942	386	232
14-19 years	883	80	256	327	141	79
20-24 years	1,149	112	383	380	178	96
25-44 years	3,291	242	945	1,253	522	329
45-64 years	2,317	197	594	879	407	240
65 years and over	219	19	57	82	42	19
EMPLOYED	7,567	620	2,132	2,819	1,269	727
Men	5,237	442	1,486	1,912	889	508
Women	2,330	178	646	907	380	219
Agriculture	606	31	123	164	262	26
Non-agriculture	6,961	589	2,009	2,655	1,007	701
Paid workers	6,435	531	1,836	2,494	940	634
Men	4,333	372	1,257	1,657	610	437
Women	2,102	159	579	837	330	197
UNEMPLOYED	292	30	103	102	21	36
Men	211	26	80	67	15	23
Women	81	*	23	35	*	13
PERSONS NOT IN LABOUR FORCE	5,997	658	1,764	1,997	978	600
Men	1,420	180	406	447	241	146
Women	4,577	478	1,358	1,550	737	454

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended June 17, 1967

	Total	14-19 Years All Persons	20–64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	13,856	2,295	3,953	1,063	4,026	1,049	1,470
LABOUR FORCE	7,859	883	3,821	946	1,228	762	219
Employed	7,567	772	3,736	895	1,207	745	212
Unemployed	292	111	85	51	21	17	**
NOT IN LABOUR FORCE	5,997	1,412	132	117	2,798	287	1,251
PARTICIPATION RATE†							
1967—June 17	56.7	38.5	96.7	89.0	30.5	72.6	14.9
May 20	55.8	34.4	96.5	86.8	30.4	72.2	15.5
UNEMPLOYMENT RATE‡							
1967—June 17	3.7	12.6	2.2	5.4	1.7	2.2	**
May 20	3.9	9.9	2.8	7.7	1.6	2.9	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended June 17, 1967

	June 1967	May 1967	June 1966
	(in thousands)		
TOTAL UNEMPLOYED	292	304	230
On temporary layoff up to 30 days	13	19	10
Without work and seeking work	279	285	220
Seeking			
Full-time work	256	268	201
Part-time work	23	17	19
Under 1 month	131	97	99
1-3 months	77	91	68
4-6 months	34	57	28
More than 6 months	37	40	25

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—April	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	220.0	40.8	234.3	41.9	345.6	734.7	100.7	2,482.9
August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2*	2,511.0*
March*	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April†	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—April	60.4	663.7	204.2	38.5	205.1	39.1	337.8	738.7	99.7	2,408.6
May	60.9	664.0	204.0	37.0	203.3	39.6	338.2	738.2	99.7	2,406.0
June	61.3	668.0	207.9	29.2	207.3	40.2	342.3	747.6	100.0	2,425.2
July	57.3	677.8	212.8	34.3	205.3	40.7	345.3	752.2	100.5	2,448.0
August	61.4	682.0	194.2	35.5	203.0	40.0	346.8	775.6	100.7	2,461.0
September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5*	2,595.9*
March*	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April†	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at February 1967, employers in the principal non-agricultural industries reported a total employment of 3,474,288. At March 1967, total employment was reported at 3,485,975. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Due to a speed-up in the processing of data at the Dominion Bureau of Statistics, this issue carries C Tables covering both February and March.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—March	115.0	121.6	95.12	120.6	121.9	99.44
April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February*	118.3	128.9	100.85	122.0	127.5	103.94
March†	118.5	129.1	100.98	122.0	128.4	104.72

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1967	Jan. 1967	Feb. 1966	Feb. 1967	Jan. 1967	Feb. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	109.0	111.0	107.3	84.75	83.75	79.17
Newfoundland	113.0	114.7	110.1	89.61	88.36	84.16
Prince Edward Island	102.7	108.5	103.2	72.55	69.52	65.69
Nova Scotia	107.9	109.1	106.1	82.54	81.26	76.31
New Brunswick	108.7	111.1	107.3	85.23	84.93	80.51
Quebec	115.0	116.1	112.1	98.83	97.78	92.83
Ontario	122.2	122.9	117.7	103.16	102.13	97.95
Prairie Region	114.7	114.7	109.7	94.92	93.94	89.64
Manitoba	109.5	109.9	105.3	89.49	88.20	83.79
Saskatchewan	111.3	111.3	108.2	92.77	92.13	87.98
Alberta	120.5	120.3	114.0	99.96	99.12	94.87
British Columbia	123.3	123.0	120.3	112.95	111.19	106.77
CANADA	118.3	119.0	114.5	100.69	99.57	95.09
URBAN AREAS						
St. John's	126.5	130.4	123.3	78.92	77.41	73.20
Halifax	112.4	111.8	114.3	84.07	81.94	77.41
Sydney	94.7	97.1	93.9	91.86	93.89	86.27
Moncton	108.0	111.0	105.0	78.87	77.21	72.68
Saint John	110.0	111.7	115.7	82.54	82.82	77.96
Chicoutimi	105.5	106.6	101.9	119.89	120.15	109.45
Montreal	119.4	120.1	116.1	100.17	98.85	94.49
Quebec	112.1	112.5	112.5	85.09	84.17	80.23
Shawinigan	102.5	102.9	107.6	104.91	103.81	104.90
Sherbrooke	118.9	119.8	117.3	83.92	84.40	80.05
Trois-Rivières	111.8	114.2	110.8	93.58	91.62	89.07
Ottawa-Hull	117.3	118.1	110.9	94.33	92.87	87.68
Belleville	114.3	114.3	108.2	88.49	88.12	85.08
Brampton	241.4	242.5	212.7	98.95	100.60	94.81
Brantford	136.0	135.9	128.2	97.64	96.30	90.91
Fort William-Port Arthur	121.7	124.4	116.2	100.86	98.91	94.56
Guelph	133.7	135.1	126.3	88.25	91.89	87.11
Hamilton	120.5	121.9	119.0	106.74	105.68	102.27
Kingston	121.1	122.7	122.4	97.44	96.25	91.80
Kitchener	141.1	142.1	136.2	90.95	90.33	85.90
London	121.4	123.4	120.7	94.57	93.97	88.75
Niagara Falls	103.8	103.2	103.9	100.38	101.11	97.20
Oshawa	138.2	139.4	155.5	111.63	90.27	116.74
Peterborough	130.5	132.0	125.6	83.62	104.92	102.29
Sarnia	128.1	127.2	115.8	133.12	131.54	121.29
Sault Ste. Marie	115.4	110.9	113.0	114.30	104.75	112.15
Sudbury	104.8	104.8	102.5	120.78	120.54	104.51
St. Catharines	136.0	136.5	136.3	110.46	109.71	111.01
Timmins	85.2	88.2	94.2	98.47	102.91	90.33
Toronto	123.3	123.9	118.0	104.30	103.71	98.52
Welland	113.3	112.4	109.7	118.73	119.31	103.75
Windsor	143.3	145.3	141.2	112.59	109.21	108.25
Winnipeg	113.1	114.4	109.0	84.80	83.07	79.59
Regina	113.2	112.9	113.5	90.01	89.75	86.11
Saskatoon	127.1	126.2	117.0	84.64	82.78	79.25
Calgary	127.4	126.7	118.1	97.61	96.82	92.05
Edmonton	126.3	125.8	119.1	92.75	91.49	87.43
Vancouver	123.1	122.9	120.9	108.15	107.50	102.64
Victoria	122.7	122.8	118.1	94.87	97.23	90.56

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	March 1967	Feb. 1967	March 1966	March 1967	Feb. 1967	March 1966
	(1961=100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	107.8	108.8	107.6	85.87	85.09	79.20
Newfoundland	109.2	113.0	112.2	90.94	89.94	84.88
Prince Edward Island	101.9	98.4	100.7	73.82	73.82	66.19
Nova Scotia	108.1	107.7	106.1	83.52	82.66	76.40
New Brunswick	107.2	108.4	107.1	86.49	85.71	79.87
Quebec	115.2	115.2	111.9	98.80	98.98	92.70
Ontario	122.4	122.2	118.4	103.96	103.35	98.31
Prairie Region	115.3	114.7	110.8	94.67	95.12	88.85
Manitoba	109.9	109.5	106.3	89.26	89.49	83.86
Saskatchewan	111.6	111.0	109.0	92.45	93.65	86.40
Alberta	121.4	120.6	115.5	99.71	100.12	93.73
British Columbia	125.3	123.4	121.6	112.17	113.21	105.51
CANADA	118.5	118.3	115.0	100.98	100.85	95.12
URBAN AREAS						
St. John's	126.7	127.2	128.0	79.12	78.96	74.57
Halifax	113.3	112.3	111.7	83.78	84.09	78.65
Sydney	97.0	94.7	92.0	96.77	91.86	83.79
Moncton	108.3	107.5	105.7	79.44	79.43	73.86
Saint John	110.6	109.9	111.4	83.51	82.55	77.62
Chicoutimi	108.0	105.3	103.3	117.55	119.53	109.27
Montreal	120.8	119.8	117.2	100.33	100.34	94.96
Quebec	112.7	112.0	112.8	85.00	85.09	81.83
Shawinigan	102.5	102.4	107.4	103.25	104.95	106.73
Sherbrooke	118.6	118.9	117.5	84.45	84.68	81.22
Trois-Rivières	112.5	111.9	109.6	92.28	93.65	89.60
Ottawa-Hull	118.6	117.3	112.4	93.60	94.45	87.67
Belleville	114.4	114.2	109.5	88.28	88.42	84.58
Brampton	248.3	248.4	218.0	104.08	99.90	98.10
Brantford	136.3	135.8	129.2	99.02	97.48	92.90
Fort William-Port Arthur	123.3	121.8	118.5	101.32	101.06	95.57
Guelph	133.1	133.7	128.4	92.89	88.25	88.73
Hamilton	119.8	120.5	119.5	108.36	106.62	102.62
Kingston	120.1	120.5	125.4	100.91	97.57	92.25
Kitchener	139.9	140.7	137.4	90.37	91.08	86.52
London	122.3	121.8	119.8	94.92	94.65	90.33
Niagara Falls	107.2	103.9	104.0	100.39	100.30	97.75
Oshawa	137.2	138.1	155.7	115.04	111.63	112.57
Peterborough	133.0	130.5	128.7	105.94	83.69	102.53
Sarnia	129.3	127.9	119.2	131.72	133.09	123.50
Sault Ste. Marie	117.2	115.2	114.4	117.76	114.36	111.61
Sudbury	107.7	104.8	102.9	122.56	120.56	104.30
St. Catharines	134.1	135.9	135.0	110.81	110.62	107.35
Timmins	85.4	86.2	94.7	97.39	98.22	96.99
Toronto	123.5	123.2	118.3	104.77	104.40	99.16
Welland	113.1	113.2	101.1	117.83	118.94	111.79
Windsor	144.5	144.3	146.3	111.59	112.49	110.90
Winnipeg	113.9	113.2	110.5	84.88	84.81	79.71
Regina	111.8	112.3	109.4	90.45	90.33	84.97
Saskatoon	130.5	126.7	118.9	83.58	84.95	79.07
Calgary	129.8	127.8	119.6	95.56	97.45	91.98
Edmonton	125.8	125.5	121.6	93.61	92.80	87.33
Vancouver	124.4	123.1	122.6	107.71	108.27	101.94
Victoria	125.9	123.4	120.4	93.51	95.52	88.71

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Feb. 1967†	65.3	114.7	1,601.7	808.7	793.0	310.2	621.0	895.9	248.0	537.5	4,394.2
Jan. 1967*	69.5	114.6	1,602.7	808.4	794.3	320.5	625.1	907.4	247.5	535.0	4,422.3
Feb. 1966	60.5	115.0	1,565.6	794.8	770.8	311.3	597.7	871.3	239.1	501.9	4,262.5
NEWFOUNDLAND											
Feb. 1967†	3.7	5.5	10.4	8.7	1.7	7.4	13.9	14.9	1.6	6.0	63.5
Jan. 1967*	3.2	5.5	10.6	8.8	1.8	8.1	13.8	15.1	1.6	6.3	64.4
Feb. 1966	3.7	6.1	10.4	8.6	1.8	7.5	13.0	14.8	1.5	5.2	62.3
PRINCE EDWARD ISLAND											
Feb. 1967†	—	0.1	1.9	1.5	0.4	1.1	2.5	3.4	0.6	1.5	11.0
Jan. 1967*	—	0.1	1.9	1.5	0.4	1.2	2.7	3.5	0.6	1.5	11.4
Feb. 1966	—	—	1.9	1.4	0.4	1.1	2.5	3.4	0.6	1.4	11.0
NOVA SCOTIA											
Feb. 1967†	1.7	7.3	30.2	15.7	14.5	10.0	22.8	26.5	6.0	11.3	115.8
Jan. 1967*	1.8	7.3	30.4	16.1	14.4	11.0	23.0	26.7	6.0	11.2	117.5
Feb. 1966	1.9	7.5	30.4	15.3	15.1	9.1	22.6	26.5	5.6	10.7	114.2
NEW BRUNSWICK											
Feb. 1967†	4.6	2.3	23.9	14.9	9.0	8.5	23.2	22.1	4.2	9.1	98.0
Jan. 1967*	5.9	2.2	23.8	15.1	8.8	9.3	23.3	22.4	4.2	9.3	100.4
Feb. 1966	3.8	2.2	22.5	13.9	8.6	9.7	24.2	21.5	4.0	8.4	96.4
QUEBEC											
Feb. 1967†	21.1	25.1	500.8	307.7	193.0	78.6	160.1	231.3	70.6	144.3	1,231.9
Jan. 1967*	25.4	25.0	499.3	306.3	193.0	81.3	164.0	233.5	70.2	143.4	1,242.1
Feb. 1966	15.4	25.2	489.7	305.6	184.0	91.3	154.7	223.6	68.6	136.6	1,205.1
ONTARIO											
Feb. 1967†	13.1	33.3	803.7	352.2	451.5	117.0	205.5	353.3	107.0	211.2	1,844.3
Jan. 1967*	13.2	33.1	807.0	352.5	454.5	122.6	205.6	358.6	107.0	210.4	1,857.5
Feb. 1966	12.5	33.1	784.9	344.8	440.1	109.4	195.0	342.0	103.4	199.0	1,779.3
MANITOBA											
Feb. 1967†	1.2	5.5	46.0	27.1	18.9	12.3	45.0	48.4	11.6	27.0	197.1
Jan. 1967*	0.9	5.5	46.0	27.0	19.0	12.4	44.7	50.3	11.6	26.9	198.3
Feb. 1966	1.3	5.3	44.5	26.6	18.0	11.1	43.9	47.7	11.6	25.5	190.9
SASKATCHEWAN											
Feb. 1967†	0.4	5.2	14.5	9.3	5.2	11.1	25.3	35.2	7.8	16.6	116.2
Jan. 1967*	0.4	5.2	14.2	9.2	5.0	11.6	25.1	35.2	7.8	16.4	116.0
Feb. 1966	0.4	5.2	14.3	9.2	5.0	10.8	24.4	35.0	7.3	15.4	112.7
ALBERTA											
Feb. 1967†	1.9	19.8	51.1	25.3	25.8	29.6	47.9	71.5	15.2	45.5	282.6
Jan. 1967*	1.9	19.8	51.4	25.7	25.7	29.5	47.7	72.0	15.1	44.8	282.2
Feb. 1966	2.0	19.7	47.3	25.0	22.3	28.4	46.3	69.1	13.8	40.3	267.0
BRITISH COLUMBIA											
Feb. 1967†	17.5	8.8	119.2	46.2	73.0	34.3	73.7	88.9	23.4	64.1	429.8
Jan. 1967*	16.6	9.2	118.1	46.2	71.8	33.0	74.2	89.9	23.4	64.0	428.4
Feb. 1966	19.5	8.9	119.8	44.3	75.5	32.8	70.0	87.4	22.6	58.5	419.5

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding.

SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Mar. 1967†	54.8	116.3	1,603.9	808.5	795.4	307.8	626.1	900.7	254.1	542.4	4,406.1
Feb. 1967*	65.3	114.9	1,602.8	807.5	795.4	308.0	623.7	894.3	252.0	537.3	4,398.4
Mar. 1966	51.6	115.4	1,575.5	800.2	775.3	318.4	599.2	879.8	239.9	510.2	4,290.0
NEWFOUNDLAND											
Mar. 1967†	2.7	5.6	10.5	8.9	1.6	7.2	13.3	14.6	1.7	6.0	61.6
Feb. 1967*	3.7	5.6	10.4	8.7	1.7	7.5	13.8	14.7	1.6	6.0	63.5
Mar. 1966	3.0	6.1	10.7	9.0	1.8	7.8	13.3	15.2	1.5	5.5	63.1
PRINCE EDWARD ISLAND											
Mar. 1967†	—	0.1	1.7	1.3	0.4	1.0	2.5	3.6	0.6	1.5	11.0
Feb. 1967*	—	0.1	1.6	1.2	0.4	1.1	2.5	3.5	0.6	1.5	10.8
Mar. 1966	—	—	1.8	1.3	0.5	1.1	2.5	3.5	0.5	1.4	10.9
NOVA SCOTIA											
Mar. 1967†	1.0	7.3	30.6	15.9	14.7	9.9	22.3	26.5	6.2	11.5	115.4
Feb. 1967*	1.8	7.3	30.2	15.6	14.5	10.0	22.7	26.4	6.1	11.3	115.8
Mar. 1966	1.5	7.1	31.3	16.0	15.3	9.3	21.9	26.5	5.7	11.0	114.4
NEW BRUNSWICK											
Mar. 1967†	3.5	2.4	23.6	14.5	9.0	8.0	23.7	22.1	4.2	9.3	96.8
Feb. 1967*	4.8	2.3	23.9	15.0	8.9	8.3	23.3	22.0	4.2	9.2	98.0
Mar. 1966	3.1	2.3	22.9	14.5	8.5	9.8	22.7	22.0	4.1	8.6	95.6
QUEBEC											
Mar. 1967†	14.7	25.6	501.7	307.8	193.9	77.6	164.6	232.6	72.4	145.1	1,234.2
Feb. 1967*	20.9	25.1	500.9	307.2	193.8	77.7	162.0	231.1	71.6	143.9	1,233.1
Mar. 1966	10.4	25.6	492.8	306.8	186.0	88.8	154.6	224.9	68.8	136.9	1,202.9
ONTARIO											
Mar. 1967†	12.2	33.8	803.7	351.4	452.3	117.7	206.4	355.1	109.8	213.9	1,852.6
Feb. 1967*	13.1	33.5	804.6	351.8	452.8	115.8	206.5	353.0	108.7	212.2	1,847.3
Mar. 1966	11.2	33.1	787.9	346.0	441.9	115.6	197.4	343.4	103.2	202.6	1,794.6
MANITOBA											
Mar. 1967†	1.1	5.5	46.5	27.0	19.4	12.0	45.1	49.0	11.8	26.9	197.8
Feb. 1967*	1.2	5.5	46.1	27.1	19.0	12.2	45.0	48.5	11.8	27.1	197.4
Mar. 1966	1.1	5.3	45.1	26.8	18.3	11.3	44.3	48.8	11.5	25.7	193.0
SASKATCHEWAN											
Mar. 1967†	0.3	5.3	14.6	9.3	5.3	10.5	25.3	35.5	7.8	16.3	115.5
Feb. 1967*	0.4	5.2	14.5	9.4	5.2	10.9	25.2	35.1	7.8	16.2	115.3
Mar. 1966	0.3	5.1	14.6	9.5	5.1	11.6	24.5	35.5	7.4	16.0	115.0
ALBERTA											
Mar. 1967†	1.8	19.7	51.3	25.5	25.8	28.8	47.7	72.1	15.7	45.3	282.4
Feb. 1967*	1.8	19.8	50.8	25.2	25.6	29.8	47.7	71.3	15.7	45.2	282.2
Mar. 1966	1.9	19.8	47.3	25.4	21.9	29.1	46.3	70.5	13.7	41.4	270.0
BRITISH COLUMBIA											
Mar. 1967†	17.5	9.2	119.8	46.9	72.9	34.8	74.2	89.3	24.0	65.6	434.5
Feb. 1967*	17.6	8.8	119.8	46.3	73.4	34.4	74.1	88 6	23.9	63.8	430.9
Mar. 1966	19.1	9.0	121.1	45.0	76.1	33.8	70.4	89.2	23.3	60.2	426.0

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding.

SOURCE: *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1967	Jan. 1967	Feb. 1966	Feb. 1967	Jan. 1967	Feb. 1966
	(1961 = 100)			$	$	$
MINING INCLUDING MILLING	106.2	106.3	106.0	127.88	126.46	119.10
Metals	102.5	102.0	103.7	127.53	126.96	116.05
Mineral fuels	100.9	103.1	100.5	129.28	128.94	122.05
Non-metals except fuels	107.5	105.8	98.7	119.86	116.01	112.74
Quarries and sand pits	93.2	96.6	97.3	105.18	101.74	98.39
Services incidental to mining	147.8	148.2	148.8	141.04	136.74	140.63
MANUFACTURING	122.0	122.1	119.9	103.83	103.06	98.91
Durable goods	134.6	134.7	131.9	110.20	109.57	106.61
Non-durable goods	111.9	112.0	110.2	97.68	96.77	91.52
Food and beverages	101.0	101.7	99.3	93.53	92.36	87.20
Foods	101.0	101.3	99.3	90.50	89.37	84.30
Beverages	104.4	104.1	99.5	111.72	110.52	105.18
Tobacco processing and products	117.2	118.3	115.8	98.10	97.47	90.49
Rubber products	121.4	123.3	122.1	106.44	105.31	101.25
Leather products	101.1	100.7	103.5	70.17	70.01	66.59
Textile products	119.1	119.8	121.4	85.82	85.27	79.93
Knitting mills	110.8	110.9	117.9	66.87	65.62	62.54
Clothing	115.8	114.5	115.5	64.76	63.65	61.25
Wood products	107.5	106.6	112.5	94.24	92.70	87.97
Furniture and fixtures	128.9	129.3	129.0	84.49	83.55	79.31
Paper and allied industries	116.5	116.6	111.8	122.90	122.18	116.26
Printing, publishing and allied industries	111.7	111.4	108.5	111.79	110.49	105.53
Primary metal industries	123.6	122.9	122.0	125.62	124.31	116.58
Metal fabricating industries	133.6	134.2	132.9	110.15	108.65	103.84
Machinery, except electrical	152.6	152.6	144.7	117.07	119.53	112.15
Transportation equipment	153.5	153.8	150.9	117.37	113.01	118.62
Electrical products	148.0	148.2	134.4	101.14	105.52	103.08
Non-metallic mineral products	115.9	117.7	120.0	109.19	107.61	104.49
Petroleum and coal products	98.5	98.7	94.6	150.76	150.45	146.60
Chemicals and chemical products	117.2	116.8	114.2	119.87	118.86	112.01
Miscellaneous manufacturing industries	131.2	130.8	124.2	92.03	91.21	86.89
CONSTRUCTION	114.1	117.0	111.2	130.20	128.46	116.40
Building	121.4	125.3	115.9	125.65	124.02	112.67
Engineering	99.7	100.8	102.1	140.44	139.23	124.25
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	104.3	105.0	100.2	110.83	109.27	103.49
Transportation	99.3	100.7	95.1	111.51	109.26	103.19
Storage	109.0	108.4	104.0	93.52	94.46	88.90
Communication	117.0	116.7	112.4	103.43	102.43	98.59
TRADE	120.3	122.5	115.9	79.91	78.41	76.00
Wholesale trade	117.5	118.0	113.4	99.22	98.23	94.57
Retail trade	121.9	125.1	117.3	69.48	67.93	65.75
FINANCE, INSURANCE AND REAL ESTATE	122.5	122.2	118.5	95.80	95.74	90.88
Financial institutions	126.3	125.9	122.4	93.21	93.49	88.78
Insurance and real estate	117.0	116.9	113.1	99.73	99.15	94.09
SERVICE	141.7	140.3	129.4	73.90	73.14	69.29
Recreational services	122.4	120.0	111.6	61.29	60.84	58.76
Business services	161.5	159.4	146.3	113.65	113.77	106.59
Personal services	131.5	130.3	122.0	55.11	54.27	52.42
Miscellaneous services	162.5	161.2	144.2	79.14	77.42	74.37
Services to buildings and dwellings	199.4	199.2	179.8	52.72	51.16	50.28
INDUSTRIAL COMPOSITE	118.3	119.0	114.5	100.69	99.57	95.09

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average weekly Wages and Salaries		
	Mar. 1967	Feb. 1967	Mar. 1966	Mar. 1967	Feb. 1967	Mar. 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	107.7	106.5	106.1	127.58	128.00	118.83
Metals	103.5	102.5	103.5	127.89	127.51	117.32
Mineral fuels	102.7	100.9	98.7	129.30	129.30	120.49
Non-metals except fuels	108.9	107.4	101.4	117.98	119.63	112.00
Quarries and sand pits	97.4	96.1	107.5	104.66	102.52	101.78
Services incidental to mining	152.1	151.7	147.1	138.79	142.05	135.17
MANUFACTURING	122.0	122.0	120.6	104.72	103.94	99.44
Durable goods	134.8	134.7	132.7	111.72	110.27	106.99
Non-durable goods	111.7	111.8	110.8	97.91	97.80	92.19
Food and beverages	101.4	100.7	101.0	94.30	93.62	87.44
Foods	100.5	100.1	100.9	91.09	90.61	84.64
Beverages	107.1	104.6	101.8	113.05	111.55	104.72
Tobacco processing and products	116.0	119.8	95.1	100.53	98.84	97.25
Rubber products	120.0	121.4	123.1	104.23	106.54	103.93
Leather products	99.8	100.7	103.3	67.74	69.82	67.05
Textile products	118.0	119.1	120.5	85.98	85.81	80.79
Knitting mills	109.9	110.9	117.6	65.84	66.92	62.83
Clothing	114.4	115.9	115.5	63.34	64.81	61.51
Wood products	108.0	107.8	112.1	93.62	94.34	87.39
Furniture and fixtures	127.8	129.0	128.0	84.42	84.59	79.64
Paper and allied industries	116.2	116.2	113.1	123.27	123.19	116.72
Printing, publishing and allied industries	112.1	111.5	109.9	113.32	112.06	106.60
Primary metal industries	124.6	123.6	121.6	128.66	125.62	117.70
Metal fabricating industries	133.5	133.9	134.0	109.49	110.13	104.16
Machinery, except electrical	152.6	152.4	145.7	118.79	117.32	113.37
Transportation equipment	154.0	153.8	152.8	116.72	117.30	117.96
Electrical products	147.3	147.8	136.0	107.15	101.29	104.32
Non-metallic mineral products	116.1	115.7	122.1	111.28	109.51	104.51
Petroleum and coal products	99.3	99.3	95.6	151.03	150.62	147.02
Chemicals and chemical products	118.5	116.8	115.7	120.87	119.92	112.40
Miscellaneous manufacturing industries	130.8	130.5	125.3	91.62	92.38	86.90
CONSTRUCTION	112.8	113.1	112.4	125.87	130.14	117.35
Building	120.5	120.3	119.9	120.41	125.50	113.99
Engineering	97.6	98.9	98.1	139.04	141.16	125.25
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	105.7	104.8	100.4	110.72	111.49	101.96
Transportation	101.2	100.0	95.0	110.40	111.74	100.90
Storage	109.0	108.6	107.1	93.15	96.75	87.62
Communication	118.0	117.8	113.5	105.95	105.20	98.63
TRADE	121.4	120.2	117.1	80.21	79.92	75.97
Wholesale trade	117.8	117.6	114.2	99.30	99.33	94.38
Retail trade	123.6	121.6	118.7	70.04	69.42	65.87
FINANCE, INSURANCE AND REAL ESTATE	123.2	122.4	118.6	99.10	95.95	92.37
Financial institutions	126.2	126.4	122.4	95.48	93.18	89.41
Insurance and real estate	119.1	117.0	113.1	104.28	99.99	97.29
SERVICE	143.4	142.0	131.2	74.17	73.91	69.13
Recreational services	123.9	123.8	116.4	63.10	61.59	57.96
Business services	162.7	161.5	148.9	114.53	114.13	106.95
Personal services	133.4	131.8	123.0	55.06	54.86	52.28
Miscellaneous services	163.8	162.0	146.5	79.19	79.24	73.60
Services to buildings and dwellings	202.3	199.1	184.9	51.61	52.75	49.10
INDUSTRIAL COMPOSITE	118.5	118.3	115.0	100.98	100.85	95.12

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1967	Jan. 1967	Feb. 1966	Feb. 1967	Jan. 1967	Feb. 1966	Feb. 1967	Jan. 1967	Feb. 1966
				$	$	$	$	$	$
MINING INCLUDING MILLING	42.7	42.5	43.0	2.78	2.76	2.57	118.66	117.11	110.35
Metals	41.8	41.8	41.8	2.90	2.88	2.62	120.97	120.24	109.75
Mineral fuels	43.2	44.0	41.9	2.27	2.28	2.26	98.22	100.18	94.61
Non-metals except fuels	43.1	42.0	43.2	2.63	2.60	2.47	113.29	109.14	106.65
Quarries and sand pits	45.2	44.2	44.2	2.24	2.21	2.08	101.36	97.65	91.79
Services incidental to mining	45.7	44.4	49.8	3.06	3.02	2.83	139.64	134.14	140.81
MANUFACTURING	40.2	40.1	41.2	2.34	2.33	2.20	94.11	93.26	90.76
Durable goods	40.3	40.2	41.8	2.52	2.50	2.39	101.33	100.46	99.65
Non-durable goods	40.1	40.0	40.6	2.16	2.15	2.01	86.65	85.82	81.64
Food and beverages	39.9	39.7	40.2	2.10	2.07	1.94	83.61	82.36	78.15
Foods	39.7	39.6	40.1	2.03	2.01	1.89	80.81	79.65	75.55
Beverages	40.8	40.9	41.1	2.56	2.52	2.38	104.49	103.01	97.88
Tobacco processing and products	39.0	39.2	38.5	2.28	2.26	2.12	89.01	88.57	81.55
Rubber products	41.7	41.5	40.8	2.38	2.37	2.31	99.30	98.24	94.48
Leather products	40.0	40.2	40.6	1.61	1.60	1.51	64.45	64.44	61.22
Textile products	41.3	41.6	42.1	1.83	1.81	1.69	74.45	75.11	70.89
Miscellaneous textiles	40.3	39.7	40.9	1.67	1.67	1.51	67.23	66.39	61.91
Knitting mills	41.0	40.6	42.1	1.44	1.43	1.35	59.13	58.21	56.60
Clothing	37.4	37.2	38.3	1.57	1.55	1.46	58.95	57.79	55.85
Wood products	40.7	40.7	41.3	2.21	2.19	2.04	89.69	88.31	84.48
Furniture and fixtures	41.6	41.3	42.2	1.86	1.85	1.74	77.63	76.18	73.37
Paper and allied industries	41.3	41.3	41.7	2.79	2.77	2.61	115.04	114.33	109.01
Pulp and Paper Mills	41.5	41.5	42.0	3.05	3.04	2.86	126.50	126.21	120.29
Printing, publishing and allied industries	38.7	38.5	39.1	2.82	2.79	2.68	109.25	107.53	104.92
Primary metal industries	40.7	40.3	40.7	2.89	2.88	2.70	117.58	115.88	109.62
Iron and steel mills	39.8	38.9	40.4	3.04	3.02	2.87	120.97	117.53	115.97
Metal fabricating industries	41.4	41.0	42.2	2.49	2.47	2.32	103.22	101.35	98.09
Machinery except electrical	41.2	41.8	42.5	2.65	2.64	2.50	109.24	110.63	106.43
Transportation equipment	39.5	37.7	42.1	2.73	2.70	2.67	107.81	102.02	112.11
Aircraft and parts	42.6	42.6	43.6	2.70	2.71	2.59	115.06	115.25	112.95
Motor vehicles	38.3	35.0	42.0	2.81	2.78	2.77	107.78	97.09	116.19
Assembling	37.1	31.6	42.3	3.00	2.98	2.94	111.49	94.21	124.26
Parts and accessories	39.3	37.8	41.9	2.70	2.67	2.67	106.25	101.02	111.93
Shipbuilding and repairing	38.7	40.2	40.5	2.58	2.59	2.50	100.01	103.87	101.20
Electrical products	37.7	40.7	41.2	2.24	2.27	2.19	84.33	92.27	90.41
Communications equipment	39.7	41.1	40.6	2.19	2.20	2.07	86.95	90.37	83.98
Non-metallic mineral products	42.0	41.6	43.2	2.44	2.41	2.27	102.56	100.49	98.17
Petroleum and coal products	41.6	41.7	42.6	3.28	3.27	3.06	136.23	136.28	130.56
Chemical and chemical products	40.8	40.8	41.4	2.54	2.53	2.36	103.50	103.10	97.53
Miscellaneous manufacturing industries	40.7	40.6	41.6	1.92	1.91	1.79	78.00	77.54	74.76
CONSTRUCTION	41.2	40.8	41.4	3.12	3.10	2.75	128.26	126.53	113.38
Building	39.7	39.6	39.6	3.11	3.08	2.78	123.52	121.80	110.18
General contractors	39.6	39.7	39.8	2.99	2.96	2.71	118.30	117.33	107.66
Special trade contractors	39.9	39.5	39.5	3.21	3.18	2.85	127.78	125.52	112.44
Engineering	44.4	43.9	45.5	3.15	3.15	2.68	139.81	138.34	122.12
Highways, bridges and streets	44.1	43.0	45.6	2.46	2.44	2.25	108.40	104.85	102.52
Other engineering	44.5	44.4	45.4	3.53	3.54	3.00	157.19	157.30	136.15
OTHER INDUSTRIES									
Urban transit	42.3	42.1	42.8	2.85	2.79	2.58	120.44	117.41	110.22
Highway and bridge maintenance	42.5	38.0	42.6	2.12	2.14	1.95	90.04	81.40	83.26
Laundries, cleaners and pressers	38.3	38.0	38.7	1.37	1.37	1.28	52.51	51.97	49.60
Hotels, restaurants and taverns	34.6	34.3	35.9	1.37	1.36	1.28	47.22	46.50	45.78

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1967	Feb. 1967	Mar. 1966	Mar. 1967	Feb. 1967	Mar. 1966	Mar. 1967	Feb. 1967	Mar. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.1	42.7	42.6	2.80	2.78	2.57	117.93	118.87	109.63
Metals	41.6	41.8	42.2	2.91	2.90	2.63	121.01	120.98	111.07
Mineral fuels	42.3	43.2	39.7	2.31	2.27	2.26	97.41	97.97	89.71
Non-metals, except fuels	42.8	43.0	42.8	2.61	2.63	2.46	111.70	113.05	105.40
Quarries and sand pits	44.8	45.6	45.7	2.24	2.24	2.10	100.39	101.98	96.15
Services incidental to mining	43.5	45.9	47.0	3.12	3.07	2.83	135.55	141.03	132.79
MANUFACTURING	40.1	40.2	41.2	2.37	2.35	2.22	95.03	94.23	91.24
Durable goods	40.6	40.3	41.7	2.54	2.52	2.40	103.11	101.45	99.86
Non-durable goods	39.6	40.0	40.6	2.19	2.17	2.03	86.65	86.74	82.35
Food and beverages	40.0	39.8	40.4	2.11	2.10	1.95	84.43	83.62	78.82
Foods	39.9	39.7	40.3	2.04	2.04	1.89	81.51	80.52	76.37
Beverages	40.9	40.7	41.0	2.58	2.56	2.37	105.35	104.40	97.16
Tobacco processing and products	37.9	39.0	36.8	2.38	2.28	2.39	90.35	89.09	87.86
Rubber products	39.8	41.7	42.4	2.38	2.38	2.30	94.87	99.45	97.59
Leather products	37.9	39.8	40.5	1.63	1.61	1.52	61.57	64.12	61.46
Textile products	40.9	41.3	42.2	1.85	1.83	1.70	75.52	75.48	71.61
Miscellaneous textiles	40.1	40.3	39.8	1.67	1.67	1.54	66.98	67.24	61.29
Knitting mills	39.9	41.0	41.7	1.45	1.44	1.35	57.71	59.19	56.42
Clothing	36.3	37.4	38.1	1.57	1.58	1.47	57.03	58.96	56.02
Wood products	40.1	40.8	40.8	2.22	2.21	2.05	89.12	90.06	83.79
Furniture and fixtures	41.4	41.7	42.1	1.87	1.86	1.75	77.37	77.71	73.69
Paper and allied industries	41.2	41.4	41.7	2.80	2.79	2.63	115.32	115.41	109.40
Pulp and Paper mills	41.5	41.5	41.8	3.06	3.06	2.88	126.95	126.94	120.31
Printing, publishing and allied industries	39.1	38.8	39.3	2.86	2.83	2.70	111.63	109.71	105.99
Primary metal industries	41.0	40.7	41.0	2.95	2.89	2.70	120.92	117.57	110.77
Iron and steel mills	41.2	39.8	40.4	3.10	3.04	2.87	127.92	120.97	116.12
Metal fabricating industries	41.0	41.5	42.2	2.50	2.49	2.33	102.22	103.45	98.34
Machinery, except electrical	41.6	41.3	42.4	2.66	2.66	2.51	110.75	109.57	106.53
Transportation equipment	39.3	39.5	41.7	2.73	2.73	2.66	107.46	107.79	111.20
Aircraft and parts	41.3	42.5	42.8	2.68	2.71	2.57	110.53	115.03	109.88
Motor vehicles	38.7	38.3	41.6	2.82	2.81	2.76	109.09	107.68	114.75
Assembling	37.8	37.1	41.9	3.01	3.00	2.91	113.48	111.49	121.99
Parts and accessories	39.5	39.3	41.4	2.71	2.70	2.67	107.09	106.25	110.79
Shipbuilding and repairing	38.9	38.8	42.7	2.61	2.59	2.55	101.56	100.39	109.17
Electrical products	40.4	37.7	41.4	2.30	2.24	2.21	92.71	84.46	91.69
Communications equipment	40.5	39.7	41.1	2.23	2.19	2.12	90.22	86.95	86.87
Non-metallic mineral products	42.5	42.0	43.0	2.45	2.44	2.29	104.32	102.46	98.27
Petroleum and coal products	41.8	41.6	42.8	3.28	3.28	3.10	137.01	136.23	132.65
Chemical and chemical products	40.9	40.8	41.3	2.58	2.54	2.36	105.75	103.65	97.60
Miscellaneous manufacturing industries	40.2	40.8	41.5	1.93	1.92	1.79	77.63	78.39	74.42
CONSTRUCTION	39.1	41.1	41.4	3.13	3.12	2.78	122.62	128.16	114.96
Building	37.6	39.7	40.0	3.11	3.11	2.80	116.98	123.34	111.78
General contractors	37.6	39.7	40.0	3.02	2.99	2.71	113.53	118.54	108.52
Special trade contractors	37.6	39.7	40.0	3.18	3.20	2.87	119.80	127.30	114.76
Engineering	42.9	44.4	45.1	3.19	3.15	2.73	136.71	139.91	122.85
Highways, bridges and streets	42.4	44.2	45.2	2.47	2.46	2.27	104.61	109.05	102.53
Other engineering	43.1	44.5	45.0	3.57	3.51	3.08	153.97	156.19	138.46
OTHER INDUSTRIES									
Urban transit	42.7	42.3	42.0	2.86	2.84	2.57	121.97	120.31	107.89
Highway and bridge maintenance	41.0	42.6	40.6	2.17	2.14	1.97	88.90	91.30	79.91
Laundries, cleaners and pressers	38.7	38.3	39.2	1.39	1.37	1.29	53.68	52.52	50.39
Hotels, restaurants and taverns	34.2	34.5	35.5	1.38	1.36	1.29	47.22	46.95	45.85

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
Last Pay Period in					
1966—March	41.2	2.22	91.24	122.6	110.6
April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February*	40.2	2.35	94.23	126.6	111.6
March†	40.1	2.37	95.03	127.6	111.6

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Hours Worked					Average Hourly Earnings*				
	Mar. 1967	Feb. 1967	Jan. 1967	Mar. 1966	Feb. 1966	Mar. 1967	Feb. 1967	Jan. 1967	Mar. 1966	Feb. 1966
						$	$	$	$	$
Newfoundland	40.4	38.3	39.6	41.2	40.2	2.15	2.15	2.15	1.93	1.91
Nova Scotia	40.4	39.7	39.8	41.8	40.4	2.01	1.94	1.91	1.85	1.85
New Brunswick	41.4	41.0	41.6	42.3	42.8	2.01	2.00	1.98	1.88	1.88
Quebec	40.8	41.5	41.4	42.2	42.1	2.12	2.11	2.09	1.98	1.96
Ontario	40.1	39.8	39.7	41.1	41.2	2.48	2.46	2.44	2.34	2.33
Manitoba	39.5	39.7	39.3	40.4	40.1	2.08	2.06	2.05	1.89	1.87
Saskatchewan	39.1	39.2	38.9	39.1	39.5	2.40	2.40	2.36	2.22	2.21
Alberta and Northwest Territories	39.4	39.6	39.3	39.4	40.3	2.40	2.38	2.37	2.23	2.20
British Columbia and Yukon Territory	37.9	38.2	37.9	37.8	38.4	2.95	2.93	2.92	2.73	2.71

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*. For further information regarding the nature of the data see Technical Note, page 404, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1967—March	4,799,000	4,255,200*	543,800
February	4,681,000	4,129,200	551,800
January	4,684,000	4,152,100	531,900
1966—December	4,633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900
March	4,498,000	4,000,000	498,000

*Estimate is based on total employed workers, as coverage was extended to certain farm workers as of April 1, 1967.

TABLE E-4—Benefit Payments, by Province, April 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	118,725	$ 3,168,706
Prince Edward Island	22,097	542,340
Nova Scotia	112,244	2,736,376
New Brunswick	125,021	3,167,102
Quebec	590,463	15,364,602
Ontario	517,903	13,093,017
Manitoba	57,493	1,449,147
Saskatchewan	50,865	1,294,644
Alberta	69,822	1,804,752
British Columbia, Yukon Territory	177,256	4,591,612
Total, Canada, April 1967	1,841,889	47,212,298
Total, Canada, March 1967	2,058,979	53,166,725
Total, Canada, April 1966	1,513,267	37,467,263

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, April 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	5,762	4,815	947	6,542	5,640	902	1,746
Prince Edward Island	1,110	796	314	1,105	970	135	312
Nova Scotia	6,720	5,411	1,309	8,591	7,395	1,196	1,295
New Brunswick	7,891	6,346	1,545	8,919	7,716	1,203	1,818
Quebec	48,536	36,442	12,094	57,034	46,802	10,232	14,059
Ontario	47,497	33,533	13,964	52,786	42,492	10,294	12,356
Manitoba	4,305	3,484	821	4 825	3,945	880	935
Saskatchewan	3,187	2,633	554	3,686	2,914	772	861
Alberta	7,023	5,516	1,507	7,199	5,554	1,645	2,125
British Columbia, Yukon Territory	16,160	11,736	4,424	16,772	12,747	4,025	5,277
Total, Canada, April 1967	148,191	110,712	37,479	167,459	136,175	31,284	40,784
Total, Canada, March 1967	182,361	134,423	47,938	181,940	149,531	32,409	60,052
Total, Canada, April 1966	119,932	90,634	29,298	131,331	104,603	26,728	36,904

*In addition, revised claims received numbered 32,958.

†In addition, 34,694 revised claims were disposed of. Of these 3,428 were special requests not granted and 1,597 were appeals by claimants. There were 7,139 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 28, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	March 31 1967	April 29 1966
CANADA	492,294	154,242	147,379	156,338	34,335	543,770	413,901
Male	356,096	115,357	108,973	114,049	17,717	403,820	302,003
Female	136,198	38,885	38,406	42,289	16,618	139,950	111,898
NEWFOUNDLAND	28,850	6,855	9,324	11,437	1,234	32,992	24,084
Male	26,263	6,442	8,449	10,389	983	30,161	22,212
Female	2,587	413	875	1,048	251	2,831	1,872
PRINCE EDWARD ISLAND	5,297	908	1,330	2,905	154	6,181	4,088
Male	4,236	730	1,101	2,314	91	5,008	3,217
Female	1,061	178	229	591	63	1,173	871
NOVA SCOTIA	30,947	7,237	7,835	13,790	2,085	34,409	25,310
Male	25,327	5,990	6,343	11,656	1,338	28,582	20,501
Female	5,620	1,247	1,492	2,134	747	5,827	4,809
NEW BRUNSWICK	31,311	6,485	8,313	13,839	2,674	34,172	26,788
Male	25,565	5,607	7,144	11,354	1,460	27,886	21,805
Female	5,746	878	1,169	2,485	1,214	6,286	4,983
QUEBEC	158,282	55,239	50,128	42,992	9,923	172,386	141,664
Male	122,190	43,564	40,889	32,872	4,865	136,353	111,013
Female	36,092	11,675	9,239	10,120	5,058	36,033	30,651
ONTARIO	137,494	45,470	41,455	39,611	10,958	152,613	107,227
Male	83,171	29,158	25,283	23,575	5,155	96,901	64,861
Female	54,323	16,312	16,172	16,036	5,803	55,712	42,366
MANITOBA	16,540	5,120	5,526	4,971	923	18,568	15,692
Male	11,668	3,704	3,889	3,560	515	13,606	10,984
Female	4,872	1,416	1,637	1,411	408	4,962	4,708
SASKATCHEWAN	12,856	2,801	3,196	5,959	900	15,477	11,552
Male	9,467	2,046	2,330	4,661	430	11,999	8,188
Female	3,389	755	866	1,298	470	3,478	3,364
ALBERTA	19,485	7,025	5,109	6,021	1,330	20,761	17,685
Male	14,389	5,655	3,652	4,463	619	15,379	12,620
Female	5,096	1,370	1,457	1,558	711	5,382	5,065
BRITISH COLUMBIA	51,232	17,102	15,163	14,813	4,154	56,211	39,811
Male	33,820	12,461	9,893	9,205	2,261	37,945	26,602
Female	17,412	4,641	5,270	5,608	1,893	18,266	13,209

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—June	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of June 1967

	All-Items									
	June 1966	*May 1967*	*June 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	126.3	129.2	129.2	125.8	120.8	127.1	126.6	179.3	153.3	120.4
Halifax	138.1	140.3	140.7	137.6	139.6	140.3	143.7	184.1	181.9	130.0
Saint John	140.8	143.9	144.4	142.0	138.7	142.1	153.3	212.0	171.7	131.1
Montreal	142.2	147.2	147.6	149.0	144.2	125.1	183.4	198.7	172.2	131.8
Ottawa	143.7	146.2	147.0	147.6	142.0	136.6	168.8	197.3	162.2	136.0
Toronto	146.3	149.8	150.7	143.4	152.0	140.2	159.6	189.6	205.6	132.4
Winnipeg	139.3	141.9	145.0	144.7	134.5	143.5	150.1	201.4	163.5	146.0
Saskatoon-Regina	135.8	139.1	139.4	143.3	132.7	143.7	140.8	166.4	159.5	129.3
Edmonton-Calgary	134.1	138.9	139.5	137.3	134.9	141.3	142.1	191.4	157.2	126.2
Vancouver	138.3	143.0	143.5	141.7	143.8	133.6	154.1	174.3	164.1	126.9

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 336, May issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	*Strikes and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*		*Duration in Man-Days*	
		Strikes and Lockouts	*Workers Involved*	*Man-Days*	*Per Cent of Estimated Working Time*
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—June	51	102	42,519	389,730	0.29
July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50

*Preliminary

TABLE G-2—Strikes and Lockouts, June 1967 by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Forestry	1	170	850
Mines	—	—	—
Manufacturing	63	27,343	415,240
Construction	17	17,159	227,950
Transportations & utilities	11	8,879	41,840
Trade	3	38	540
Finance	—	—	—
Service	6	432	6,460
Public administration	1	14	220
ALL INDUSTRIES	102	54,035	693,100

TABLE G-3—Strikes and Lockouts, June 1967 by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	2	197	4,350
New Brunswick	—	—	—
Quebec	29	26,259	348,920
Ontario	53	26,052	323,260
Manitoba	3	431	7,380
Saskatchewan	2	47	790
Alberta	—	—	—
British Columbia	9	710	6,870
Federal	4	339	1,530
ALL JURISDICTIONS	102	54,035	693,100

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers June 1967 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
FORESTRY						
Crown Zellerbach Bldg. Materials Ltd., Timber Division, Courtenay, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	170	850	850	June 5 June 12	Disciplinary action against one employee—Return of workers.
MANUFACTURING						
Food and Beverages						
Fry-Cadbury Ltd., Montreal, Que.	Commerce and Office Employees (CNTU)	500	4,000	10,000	May 12 June 13	Wages—53¢ an hr. increase over a 3-yr. agreement.
George Weston Ltd., Ville Jacques-Cartier, Que.	Bakery Workers Loc. 333 (CLC)	334	2,450	6,340	May 15 June 12	Wages—28¢ an hr. increase first yr., 22¢ an hr. second yr.
Bicks of Canada Ltd., Scarborough, Ont.	Packinghouse Workers Loc. 1129 (AFL-CIO/CLC)	117	470	470	June 5 June 8	Alleged breach of agreement—Return of workers when misunderstanding resolved.
Seven Up Montreal Ltd., Montreal, Que.	Brewery Workers Loc. 239 (AFL-CIO/CLC)	137	1,640	1,640	June 15 —	Wages—
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,480	25,780	Nov. 21 —	Wages, union security, bonding of employees—
Glendale Spinning Mills Ltd., Hamilton, Ont.	Textile Workers' Union Loc. 1070 (AFL-CIO/CLC)	340	7,480	28,110	Mar. 6 —	Signing a new agreement—
Wood						
Sogefor Ltée., Maniwaki, Que.	Building and Woodworkers' Federation (CNTU)	250	500	7,250	Apr. 24 June 5	Wages, vacations, seniority—35¢ wage increase over a 3-yr. contract; improved vacations and statutory holidays.
Fortin Lumber Inc., Launay, Desboues ch. Matagami, Amos, Que.	CNTU	122	2,680	2,740	May 31 —	Wages, hours, vacations—
Furniture and Fixtures						
Thurso Pulp & Paper Co., Wood Products Division Thurso, Que.	Woodworkers Loc. 2-152 (AFL-CIO/CLC)	224	4,930	6,500	May 22 June 28	Wages—10¢ an hr. immediately, 4¢ on April 1, 1968, 7½¢ an hr. retroactive pay from April 1, 1967 to May 22, 1967.
Art Woodwork Ltd., Montreal, Que.	Building and Wood Workers' Federation (CNTU)	227	1,700	1,700	June 21 —	Wages—
Paper						
Canadian Keyes Fibre Company, Hantsport, N.S.	Pulp and Paper Mill Workers Loc. 576 (AFL-CIO/CLC)	165	3,630	6,930	May 3 —	Wages—
Domtar Pulp and Paper Ltd., Cornwall, Ont.	Pulp and Paper Mill Workers Loc. 338 and Papermakers Loc. 210 (AFL-CIO/CLC)	1,420	730	730	June 25 June 25	Wages—Wage increases of 22¢ an hr. retroactive to May 1, 1967 and 3¢ on Jan. 1, 1968.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	321,400	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers June 1967 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			April	*Accumulated*		
Primary Metals						
Mannesmann Tube Co. Ltd., Sault Ste. Marie, Ont.	Steelworkers Loc. 5595 (AFL-CIO/CLC)	502	8,530	26,600	Apr. 11 June 23	Wages, hours, holidays—Wage increases; other improved benefits.
Metal Fabricating						
Emco Ltd., London, Ont.	Steelworkers Loc. 2699 (AFL-CIO/CLC)	350	7,700	10,590	May 18 —	Delay in signing contract—
Crane Canada Ltd., Montreal, Que.	Steelworkers Loc. 5950 (AFL-CIO/CLC)	768	2,300	5,760	May 25 June 6	Wages—$6.00 increase per week retroactive May 1, 1967, $6.00 eff. Jan. 1968, $4.00 Jan. 1969.
Eaton Yale & Towne Inc. St. Catharines, Ont.	U.E. Loc. 535 (Ind.)	123	2,710	2,830	May 31 —	Wages, fringe benefits, seniority—
James United Steel Ltd., Port Robinson, Ont.	Structural Iron Workers Loc. 736 (AFL-CIO/CLC)	166	330	330	June 9 June 13	Jurisdictional dispute—Return of of workers.
Machinery						
Smith Corona Machines, Scarborough, Ont.	U.E. Loc. 514 (Ind.)	270	5,940	21,870	Mar. 8 —	Wages in a new agreement—
Pierre Thibeault Co., Ltd. Pierreville, Que.	Auto Workers Loc. 1362 (AFL-CIO/CLC)	142	3,120	7,660	Apr. 17 —	Not reported—
Canadian Timken Co., Ltd. St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	3,740	3,740	June 21 —	Wages in a new agreement—
Mathews Conveyor Co., Ltd. Port Hope, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	201	200	200	June 28 June 29	Sympathy strike—Return of workers.
Transportation Equipment						
Lucas-Rotax Ltd., Montreal, Que.	Machinists Loc. 423 (AFL-CIO/CLC)	152	3,340	4,610	May 18 —	Wages—
Douglas Aircraft of Canada, Malton, Ont.	Auto Workers Loc. 1967 (AFL-CIO/CLC)	2,500	5,000	5,000	June 1 June 3	Dismissal of 5 workers, suspension of 141 workers—Return of workers.
Fruehauf Trailer Co., Cooksville, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	323	3,070	3,070	June 19 —	Wages—
Heatex Ltd., LaSalle, Que.	Metal Trades' Federation (CNTU)	148	300	300	June 28 —	Wages—
Electrical Products						
The Canadian Coleman Company Ltd., Toronto, Ont.	CLC-directly chartered	227	1,590	26,110	Oct. 18 June 12	Wages in new agreement—$50. retroactive to July 1966; Oct. 1, 1966, 13¢ an hr. plus 10¢ for incentive work, July 1, 1967, 13¢ an hr. plus 10¢ for incentive work, July 1, 1968, 15¢ an hr. plus 12¢ for incentive work.
Canadian Westinghouse Co. Ltd., Hamilton, Ont.	U.E. Loc. 504 (Ind.)	3,521	52,820	109,160	May 9 June 22	Wages—Wage increases from 44¢ to 75¢ an hr. over a 3-yr. contract; improved fringe benefits.
Northern Electric Co., Montreal and area, Quebec	Northern Electric Employees (Ind.)	10,350	227,700	273,850	May 25 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers June 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *April*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Hupp Canada Ltd., L'Assomption, Que.	Machinists Loc. 1148 (AFL-CIO/CLC)	268	4,020	4,020	June 9 —	Wages, hours—
Canadian Westinghouse Co. Ltd., London, Ont.	U.E. Loc. 546 (Ind.)	223	110	110	June 22 June 23	Grievances—Return of workers.
Non-Metallic Mineral Products						
Raybestos-Manhattan (Canada) Ltd., Peterborough, Ont.	Steelworkers Loc. 5141 (AFL-CIO/CLC)	189	2,270	10,210	Apr. 3 June 19	Wages, incentive plan—16¢ an hr. increase immediately, 12¢ an hr. Apr. 1, 1968, $40. settlement pay; other improved benefits.
Siporex Co., Delson, Que.	Chemical Workers Loc. 602 (AFL-CIO/CLC)	136	2,990	5,980	Apr. 29 —	Wages—
Canadian Johns-Manville Co., Port Union, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	506	11,130	22,260	May 1 —	Wages—
Miscellaneous Manufacturing						
The Arborite Co., LaSalle, Que.	Pulp and Paper Mill Workers Loc. 658 (AFL-CIO/CLC)	306	6,730	11,320	May 10 —	Wages—
Wallace Neon Ltd., Vancouver, B.C.	Painters Loc. 726 & I.B.E.W. Loc. 213 (AFL-CIO/CLC)	130	260	260	June 2 June 6	Misinterpretation of existing agreement—Return of workers pending decision of Arbitration Board.
Construction						
Several construction contractors, Richelieu-Verchères, Que.	CNTU and QFL	2,000	3,000	85,000	Apr. 4 June 2	Jurisdictional dispute between unions—Return of workers.
Centrale Nucléaire de Gentilly, Gentilly, Que.	Labourers Loc. 617 (AFL-CIO/CLC)	271	5,960	12,330	Apr. 27 —	Wages, fringe benefits—
Hydro Electric Power Commission of Ontario, Various locations, Ontario.	Various unions	2,904	64,940	129,880	May 1 —	Union membership, union security—
Various structural steel contractors, Various locations, Ontario	Structural Iron Workers various locals (AFL-CIO/CLC)	4,239	27,310	38,110	May 10 —	Wages, hours, fringe benefits—
Various construction contractors, Various locations in Metro Toronto, Ont.	Labourers Locs. 183 & 506 (AFL-CIO/CLC)	3,500	75,500	121,000	May 12 —	Wages, hours—
Various construction contractors, St. Maurice region, Que.	Building and Woodworkers' Federation (CNTU)	1,250	27,500	42,500	May 15 —	Wages, hours in a new agreement—
Various plumbing contractors, Oshawa, Bowmanville, Whitby, Ont.	Plumbers Loc. 463 (AFL-CIO/CLC)	100	200	600	May 26 June 5	Wages, hours—$1.28 an hr. increase over a 2-yr. agreement; reduction in hours from 40 to 37½ per wk., improved fringe benefits.
Canadian-Bechtel Co., Temagami, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	629	1,260	1,260	June 1 June 5	Sympathy strike—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers June 1967 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			April	*Accumulated*		
Various painting contractors, Sudbury and area, Ont.	Painters Loc. 1904 (AFL-CIO/CLC)	152	1,140	1,140	June 5 June 15	Wages, welfare plan—Wage increases; reduction in hours from 58 to 40 hours per wk.
Various construction contractors, Talbotville, Ont.	Various unions	600	4,200	4,200	June 6 June 15	Job jurisdiction—Return of workers.
Winnipeg Builders' Exchange, Winnipeg, Man.	Carpenters Loc. 343 (AFL-CIO/CLC)	375	6,380	6,380	June 8 —	Wages—
Various construction contractors, Various locations, Ontario	Bricklayers various locals (AFL-CIO/CLC)	793	7,930	7,930	June 19 —	Wages, other benefits—
Allied Chemical, Sault Ste. Marie, Ont.	Carpenters Loc. 446 (AFL-CIO/CLC)	123	310	310	June 24 June 29	Jurisdictional dispute between unions—Return of workers.
TRANSPORTATION AND UTILITIES						
Transportation						
National Harbours Board,* Halifax, N.S.	I.L.A. Loc. 1843 (AFL-CIO/CLC)	150	1,050	1,800	May 25 June 12	In protest over the promotion of one worker—Return of workers pending negotiations.
Eastern Canadian Greyhound Lines Ltd.,* London, Ont.	Transit Union Loc. 1415 (AFL-CIO/CLC)	134	130	130	June 2 June 2	Alleged grievance—Return of workers.
Power, Gas and Water						
West Kootenay Power & Light Co., Various locations, British Columbia	I.B.E.W. Loc. 999 (AFL-CIO/CLC)	223	2,450	10,260	Apr. 11 June 16	Wages, hours—Wage increases.
Hydro Quebec, Province wide, Quebec	Public Employees various locals (CLC)	8,250	36,850	65,730	May 8 June 27	Wages—2% wage increase on Jan. 1, 1968, and 2% on April 1, 1968 for office workers; 18.5% for trade employees.
SERVICE						
Services to Business						
Dominion Electric Protection Co., Province-wide, Quebec	Dominion Electric Protection Association of Employees (Ind.)	192	3,650	3,650	June 2 June 29	Wages—30¢ an hr. increase over a 2-yr. contract.
Dominion Electric Protection Co., Toronto and Hamilton, Ont.	I.B.E.W. Loc. 636 (AFL-CIO/CLC)	114	910	910	June 21 —	Delay in signing contract—

*Federal Jurisdiction

H—Employment Fatalities

TABLE H-1—Employment Fatalities in Canada During First Quarter of 1967

	Agriculture	Forestry	(1) Fishing	(2) Mining	Manufacturing	Construction	(3) Transportation	Trade	(4) Finance	(5) Service	(6) Public Administration	Total	Per Cent of Total
By Industry and Age Group*													
14–19	—	2	—	2	—	—	3	—	—	—	1	8	3.8
20–24	—	3	3	6	5	2	6	1	—	—	—	26	12.3
25–44	—	13	16	10	8	17	24	4	—	1	1	94	44.6
45–64	2	8	1	15	12	11	10	3	1	5	1	69	32.7
65 plus	2	1	—	5	1	—	2	1	—	2	—	14	6.6
TOTAL	4	27	20	38	26	30	45	9	1	8	3	211**	100.0
By Industry and Occupation†													
Farmers (a)	2	—	—	—	—	—	—	—	—	—	—	2	1.0
Loggers (b)	—	22	—	—	—	1	—	—	—	—	—	23	10.9
Fishermen (c)	—	—	19	—	—	—	—	—	—	—	—	19	9.0
Miners (d)	—	—	—	31	1	1	—	—	—	—	—	33	15.7
Craftsmen (e)	—	—	—	5	14	17	7	4	—	2	—	49	23.2
Labourers (f)	—	—	—	—	3	9	3	—	—	1	—	16	7.6
Transport (g)	—	3	1	—	2	1	33	3	—	1	1	45	21.3
Managerial	1	1	—	—	1	1	1	—	1	1	—	7	3.3
Professional (h)	1	—	—	1	2	—	1	—	—	—	1	6	2.8
Clerical	—	—	—	—	2	—	—	—	—	—	—	2	1.0
Sales	—	—	—	1	1	—	—	1	—	—	—	3	1.4
Service (i)	—	1	—	—	—	—	—	1	—	3	1	6	2.8
TOTAL	4	27	20	38	26	30	45	9	1	8	3	211**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	—	21	—	7	6	6	11	1	—	1	1	54	25.6
Falls and slips (k)	2	2	2	7	4	11	8	1	—	3	—	40	19.0
Collisions, derailments (l)	1	1	18	2	7	4	15	3	—	1	2	54	25.6
Caught in, on, between (m)	—	1	—	5	2	2	4	—	—	—	—	14	6.6
Inhalations (n)	—	—	—	13	2	2	—	—	—	1	—	18	8.5
Conflagrations (o)	—	2	—	2	1	—	2	2	—	—	—	9	4.3
Electric current (p)	—	—	—	—	2	3	2	—	—	—	—	7	3.3
Over-exertion (q)	1	—	—	2	—	1	2	1	1	2	—	10	4.7
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	2	1	1	1	—	—	—	5	2.4
TOTAL	4	27	20	38	26	30	45	9	1	8	3	211**	100.0
PER CENT OF TOTAL	1.9	12.8	9.5	18.0	12.3	14.2	21.3	4.3	0.5	3.8	1.4	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 153 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 58 were obtained from other sources.

Government
Publications

labour gazette

Canada Department of Labour/October 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1966. (Bilingual). Price $1.00, Cat. No. L2-15/1966.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries. (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

labour gazette

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Cover Photograph

Canada's EXPO 67 closes at the end of October. For those of our readers who enjoy exercises in nostalgia, our cover photo this month is an aerial shot of Ile Notre Dame and part of Ile Ste. Helene. Can you spot the pavilions you visited?

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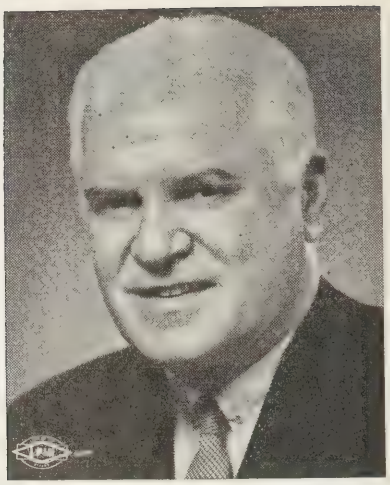
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Labour Day Message

By Hon. John R. Nicholson
Minister of Labour



Hon. John R. Nicholson

A New Sense of Energy and Confidence

On Labour Day, in this our Centennial Year, I am pleased, as Minister of Labour, to extend greetings and best wishes to all working Canadians and their families.

Employment continues to expand in Canada, and working and living conditions are steadily improving. There are, however, still crucial problems to solve—the need to increase productivity, underdevelopment and underemployment in some areas, and the disturbances in working conditions and relationships caused by the introduction of technological change and automation, to mention just a few.

There is, fortunately, a new sense of energy and confidence emerging from most, if not all regions of Canada. Nowhere is this more evident than in industrial relations. Unions are examining critically their structure and their changing roles. Employers and employer organizations are increasingly conscious of the vital importance of human resources and are reviewing their tasks and responsibilities in collective bargaining.

An increasing number of union and management leaders are engaging in more frequent dialogue about matters of direct interest not only to themselves but to the country as a whole.

This more critical look at the important parts they play in the functioning of our economic and social life, and the closer relationships developing between unions and employers are signs of growing maturity in dealing with increasingly complex problems.

This closer relationship should not, however, be interpreted as evidence that industrial conflicts are likely to be removed. There will continue to be strong differences in viewpoint, but I am convinced that, through intelligent and mature participation in bargaining, most of these can be resolved.

It is significant that so far this year there have been relatively few stoppages of work in industries under federal jurisdiction.

As I write this, on August 25, Canada has benefited from eight months of reasonably good industrial relations. At the moment, the only significant dispute not yet resolved in the federal jurisdiction is in the shipping industry on the Great Lakes and St. Lawrence Seaway.

Not unnaturally, work stoppages or threats of work stoppages tend to attract a great deal of public attention. It is important, however, to view these events in perspective. It is important to be reminded that the great majority of collective agreements in Canada are concluded without work stoppage.

This underlines the most critical feature of our free collective bargaining system—that the will and determination to resolve differences between management and unions are very much alive in this country.

However, the parties cannot always find common ground. Some negotiations do break down. When they do, Government conciliation services must be invoked in an effort to resolve the problem without a work stoppage and its obvious hardships. In the vast majority of cases, these efforts have been successful.

Up to mid-July this year, 53 disputes in federal jurisdiction were carried to finality by the conciliation services of the Department of Labour. Of these, 44, or 83 per cent, were settled with the help of conciliation officers; seven others were settled on the basis of Conciliation Board proposals.

Thus 96 per cent of the disputes brought to the Department were settled without work stoppage. This is a good record—a very good one. It is evidence that our industrial relations system does and can work effectively when the will to make it work is there.

In the Department of Labour we are taking a hard look at all our policies and programs. We have already expanded our activities in support of labour-management joint consultation, and we are increasing our efforts on behalf of fair employment practices. Steady progress is being made in the application of minimum labour standards. We will soon be active in the field of industrial safety and accident prevention, as the new Canada Labour (Safety) Code goes into effect.

I can foresee the need for more new services in my department—services which could help both labour and management to deal with the difficulties and complications that modern changes have created for labour-management relations. Where such services are required, they will be provided.

Our aim is to assist and support where we can, with the least interference in the normal course of negotiation and consultation. Industrial relations is the business of labour and management. In the final analysis, only they can make it work.

50 Years Ago

From the Labour Gazette, October 1917

A Trades and Labour Congress convention in Ottawa opposed conscription unless "wealth" and natural resources were also conscripted. Delegates asked that the 8-hour day be introduced in all industries to coincide with the signing of peace treaties.

Conscription for military service was strongly opposed by the Trades and Labour Congress of Canada at its 33rd convention, held in Ottawa in September 1917. In a vote taken to test the feeling of the convention, all but 20 of the 288 delegates rose to vote in opposition to such a measure.

At that time, Parliament had already passed a Military Service Act that authorized conscription; and although the Act had not yet been applied, its terms rendered anyone who criticized its provisions liable to prosecution. Consequently, the question was raised at the convention whether the Act would prohibit delegates from discussing the matter; and it was asked, What protection would the Congress give to anyone who transgressed the law? The president's reply to this was that he did not know of any protection that it could give.

Notwithstanding this uncertainty, a number of resolutions were proposed, all of which were opposed to conscription. One of the objections raised was that if conscription were applied to men, it should also be applied to "wealth" and natural resources. In one of the resolutions, this was turned into an argument for the nationalization of the railways, and in another for the nationalization of all natural resources industries, all transport industries, and "all industrial organizations dealing more particularly with the necessities of the people."

One of the resolutions went so far as to urge the delegates to "formulate plans for a general strike of organized labour from the Atlantic to the Pacific; strike to continue until such time as the Dominion Government does conscript the wealth and nationalize the industries, this being a national necessity more than conscription of manpower is a military necessity."

Another resolution proposed that the TLC should take a referendum among its affiliates to find out whether, if the conscription measure became law, they would be prepared to take part in a Dominion-wide strike, "having for its aim and object the conscription and utilization for national purposes of the wealth of the country."

Other resolutions protested against the enforcement of conscription without the Government's having previously consulted organized labour.

The report of the executive council of the TLC contained a statement on the subject of conscription. This statement referred to the "unqualified opposition to conscription" expressed at the Congress's convention in 1915 and reaffirmed at the 1916 convention. The law that had now been passed, the statement said, "contains provisions that impose heavy penalties upon all and sundry who make use of any form of opposition to the principle that might frustrate the carrying into effect of the Act now in existence.

"While the Congress cannot stultify itself to the degree of either withdrawing or contradicting this year its firm and carefully thought-out views on the question of conscription, as embodied in the resolutions of 1915 and 1916, still, under our representative form of government, it is not deemed either right, patriotic, or in the interests of the Dominion or of the labour classes, to say or do aught that might prevent the powers that be from obtaining all the results that they anticipate from the enforcement of such law."

The officers' reports committee recommended the following as a substitute for the latter part of the executive council's report, and moved the adoption of the declaration as amended: "Still, under our present form of government, we do not deem it right, patriotic, or in the interests of the labour movement or the Dominion of Canada, to say or do anything that might prevent the Government of Canada from obtaining the result they anticipate in the raising of reinforcements for the C. E. Forces by the enforcement of the law. This Congress is emphatically opposed to any development in the enforcement of this legislation which will make for industrial conscription, or the interference with the trade union movement, in the taking care of the interests of the organized workers of this Dominion."

Several further amendments to the committee's report were proposed. One of these was that all affiliated bodies should do their best to obtain repeal of the conscription law. Another was that "this Congress will at once demand of the Government the immediate repeal of the conscription law."

After the debate on the subject had been going on for a long time, it was proposed that a vote should be taken, and that if repeal were to be asked for, the delegates should proceed in a body to the House of Commons and demand action before Parliament was prorogued.

This proposal, however, did not come to a vote; and the various amendments other than that recommended by the officers' reports committee were defeated. The report of the executive council, as amended, was finally approved by 154 votes to 53.

The executive council strongly recommended that steps should be taken to form an Independent Labour Party for Canada on the same lines as the British Labour Party. "With a view to giving effect to this recommendation, we would strongly urge that all working class political organizations in each province call a conference of the respective organizations entitled to partnership in such a Labour Party, and proceed to co-operate for political action."

Two resolutions concerning the eight-hour day were approved, one of which asked the Congress to petition the Government to pass legislation in the immediate future, "making an eight-hour working day compulsory for all men and women employed in, or on, public works, such as railroads, mills, mines, and factories, etc." The other resolution said that the Congress, at its last convention, had urged the Government "to adopt an eight-hour day policy in all industries;" and whereas the Government had "neglected" to do so "in the interests of humanity," the matter should be vigorously pressed upon it again. Further, a demand should be made that at least an act should be placed on the statute books "by which all industries would automatically revert to an eight-hour day, the date to coincide with the date of the signing of peace treaties."

News Briefs

Full employment vs. price stability is topic of address by Dr. John Deutsch

Conflict exists in Canada between full employment and the maintaining of a reasonable price stability, John J. Deutsch, chairman of the Economic Council of Canada, told a joint meeting of the American Farm Economics Association and the Canadian Agricultural Economics Society at the University of Guelph on August 14.

At the Government's request, he said, the Council carried out a comprehensive study into prices, costs, incomes and productivity, and their relationship to sustained economic growth. Its conclusion was that, except for emergency purposes, a formal incomes policy was not the answer. Other approaches involving the more basic demand-and-supply policies, would probably be more fruitful, Dr. Deutsch said.

The Council noted that over the last 10 or 15 years, Canada's rate of productivity improvement has been slower than that of other industrial countries—an important factor, because productivity growth is the basis for advances in incomes and earnings. In recent years there have been increasing pressures to reduce the per capita incomes gap between Canada and the United States, but this could be accomplished only by more rapid increases in productivity.

Dr. Deutsch explained that productivity growth is the result of the combined effect of many different factors, including advances in industrial technology, the skills, education and training of manpower, increased scale and specialization in production, increased capital per worker, and a ready flexibility and adaptability of manpower and capital that would permit resources to shift from less productive to more productive areas of employment.

In its First Review, published in December 1964 (L.G. 1965, p. 217), the Council explored the reasons for Canada's relatively poor use of manpower, and recommended a number of comprehensive measures that would improve the use of human resources in the economy.

It examined the role of education in its Second Annual Review published in December 1965 (L.G., March 1966, p. 84), and concluded that the economic benefits of improving the educational stock of the Canadian labour force would be substantial for the individual and the economy. Dr. Deutsch revealed that the Fourth Review, to be published shortly, will be an examination of the role of scale and specialization in manufacturing as a factor affecting productivity.

He cited the problem of serious regional imbalance within Canada, and pointed out that, since the 1920s, there has been relatively little progress toward the achievement of a better balance in the economic development of the various regions. "Better regional balance will undoubtedly involve major improvements in productivity in particular areas of the country."

Dr. Deutsch pointed out that, in addition to the foregoing factors, there are many other aspects to Canada's productivity performance, and he said that the Council will continue to study them.

Income gap studied in Atlantic Provinces

The Atlantic Provinces Economic Council has recently published a booklet on the findings of a study concerning the problems associated with the lagging economic growth rate of these provinces.

Titled *Productivity, the Use of Human Resources, and the Income Gap*, the 30-page booklet investigates the relationship between economic growth and productivity and the causes of the income gap.

The first purpose of the booklet is to show the nature, magnitude, and persistence of the difference in personal income per capita between the Atlantic Provinces and Canada as a whole. The second purpose is to investigate the reasons for the income gap. The third purpose is to determine the influence of productivity on economic growth and income levels.

The recommendations of the study call for policies designed to produce a rapidly expanding number of productive employment opportunities. The booklet cautions, however, against policies designed to increase productivity only, without providing for increased employment opportunities for members of the labour force. The booklet suggests that a rapidly growing demand for labour in productive occupations will contribute significantly to a higher rate of economic growth.

The APEC booklet is the eleventh in a series and was published in July. Copies may be obtained from the APEC Central Office, 1591 South Park St., Halifax, N.S.

Arthur Smith to head Economic Council

Arthur J. R. Smith, 41, was named by Prime Minister Pearson to succeed John J. Deutsch as Chairman of the Economic Council of Canada. The appointment was effective on September 1, 1967. Mr. Smith has been a director and full-time member of the Council since its formation in 1963.

Mr. Deutsch, 66, left as head of the Government-appointed agency to return to Queen's University, where he will take up duties as principal of the University in September 1968.



—Photo by Warrender Studio

Arthur J. R. Smith

Mr. Smith was born in Simcoe, Ont., and educated in India, at McMaster University, Hamilton, and at Harvard, where he earned his Ph.D. in economics.

Before joining the Council, he worked with the Federal Reserve Bank of New York, with the Canadian-American Committee, and with the Canadian office of the National Industrial Conference Board. He also was the first Secretary and Director of Research of the Private Planning Association of Canada.

Married women clause dropped by education board

The Board of Education of Port Arthur, Ont., recently dropped its "married women's clause" to bring about equality in hiring practices. Until this amendment was passed, the policy of hiring married women teachers for one year only gave single teachers an advantage over their married colleagues. The preference for single women teachers goes back to the years when the number of teachers exceeded the number of vacant positions.

Minister addresses government labour officials in Denver

"In Canada, the federal Government is the largest single employer in the country. From the standpoint of sophistication of organization and range of diversity amongst its employees, it is in a league by itself. That being so, it is not too difficult to anticipate that the impact of extending collective bargaining to such a significant and influential group of labour will have profound effects throughout all aspects of our socio-economic life."

This statement was made by Hon. John R. Nicholson, Minister of Labour, in an address delivered to a meeting of the International Association of Governmental Labor Officials, in Denver, Colo.

The Minister remarked that in the passing of legislation giving public servants collective bargaining rights, "Canadians witnessed a truly amazing manifestation of the degree to which public values have changed over the past few years." He pointed out that "nearly all the debate and the submissions in respect to the collective bargaining bill were concerned with how it would affect the employees, with not a single suggestion that it might bring the country to the brink of anarchy, as one might, perhaps, have expected."

He cited this as a reason why "the Government now feels certain that it has done what the Canadian public feels is right," and he went on to say: "In this respect, we have . . . met our pledge to be a really good employer in Canada, and a competitor for the services of the best brains and skills in the country."

In connection with the introduction of collective bargaining in the public service, Mr. Nicholson made four points:

- in labour disputes in the public service, unlike most of those in private industry, society itself was generally involved, and it might have difficulty in not becoming a party to certain disputes;
- the addition of more than 200,000 federal employees to the collective bargaining community and to the membership of organized labour could not help but give an impetus to unionism;
- this predominantly white-collar addition to the membership of organized labour was bound to make new and complex demands on established union value systems, organization and leadership;
- the entry of such a sophisticated work force into full union membership would mean the death blow to the social and prestige arguments against unionism still found among some white-collar, scientific, administrative and professional persons in the private sector.

The Minister said he had no doubts that the new world of labour affairs would be a difficult world. Managements, unions and governments would be forced into "new inter-relationships, into undreamed of partnerships, and into many areas of co-operation." But he expressed confidence that "we can bring the benefits of our experience and stature to establish new values and methods and order to this wonderous world of work."

New members appointed to public service board

Three new members have recently been appointed to the federal Public Service Staff Relations Board. E. P. O'Connor, Vancouver, General Secretary of the British Columbia Government Employees' Association, will be one of the four employee representatives on the 10-man board, which also includes four employer representatives as well as a permanent chairman and a vice-chairman. The post is not a full-time one, and Mr. O'Connor will continue to be General Secretary of the Association.

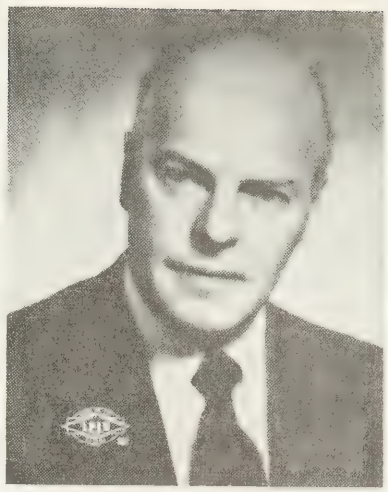
Miss Hilda Cryderman, Vernon, B.C., has been appointed as one of the employer members of the Board. Miss Cryderman was a school principal for 13 years, and she was a member of the first arbitration board on a teachers' salary dispute in the Okanagan Valley in 1946. She was the first woman to be elected president of the British Columbia Teachers' Federation.

René Doucet, Montreal, has also been appointed as an employer member of the Board. Mr. Doucet has been engaged in private practice as a lawyer and has recently been employed with Domtar Ltd., Montreal, as a labour relations counsellor.

Destroyer tender named after U.S. labour leader

The *USS Samuel Gompers*, the ship that bears the name of the leader of American labour movements (L.G. 1924, p. 1020), officially joined the United States Navy's Pacific fleet on July 1 in commissioning ceremonies at the Puget Sound Naval Shipyard, Bremerton, Wash.

A legend in his time, Samuel Gompers was internationally recognized as the most outstanding figure in the North American labour movement. He served as President of the American Federation of Labor since its inception in 1881, and at the time of his death on December 13, 1924, had just recently been elected for the forty-third term. Born in England, he came to the United States at the age of 13, and as a young man was instrumental in organizing the Cigar Makers' International Union.



Charles R. McCord

Annuities Director dies at 62

Charles Russell McCord, Director of the Industrial Pensions and Annuities Branch of the Department since 1949, and one of the oldest members of the Department in length of service, died early in August, after a lengthy illness, at the age of 62.

Mr. McCord, who was born in Ottawa, began his career as an employee of the Bank of Nova Scotia. He entered the civil service as a bookkeeper in the Dominion Unemployment Relief Branch of the Department in 1931. Later, he was successively Departmental Accountant and Director of the Administrative Services Branch before moving into the Dominion Government Annuities Branch, as it was then called, in 1949.

At the time of his death, Mr. McCord was a member of the United Nations Joint Staff Pensions Board, on which he had served as Vice-Chairman from 1962 to 1964. He was also a member of the International Labour Organization Staff Pensions Committee of the UN Joint Staff Pension Fund and of the ILO Administrative Board of the Staff Pensions Fund.

Commission appointed for B.C. lumber dispute

Mr. Justice F. Craig Munroe of the British Columbia Supreme Court was appointed an Industrial Inquiry Commission on August 11 to look into the province's interior lumber dispute. He settled a grain workers strike in 1960, and has acted as commissioner in several railway strikes.

The dispute involved the International Woodworkers of America and 68 interior employers. The union is demanding wage parity with coastal workers.



Joseph R. Parrott

New deputy minister of labour for Saskatchewan

The appointment of Joseph R. Parrott as Saskatchewan's Deputy Minister of Labour was announced in July by Hon. Lionel P. Coderre, Minister of Labour.

Mr. Parrott will succeed C. K. Murchison, who is retiring after 30 years in the civil service.

Mr. Parrott, who is 32 years of age, was born in Saskatoon and received his elementary and high school education there. He attended the University of Saskatchewan, Saskatoon, first obtaining his Bachelor of Arts and then graduating with the degree of Bachelor of Laws in 1962. He did postgraduate work at the University of Wisconsin in labour law. He joined the provincial Government in October 1964 as Clerk of the Executive Council and Cabinet Secretary.

During 1965 and early 1966, Mr. Parrott was Secretary of a special committee established by the provincial Government to look into Saskatchewan's labour legislation. The recommendations that the Labour Management Legislative Review Committee submitted were the basis of amendments to the Trade Union Act passed by the Legislature in 1966.

Mr. Parrott's appointment as Deputy Minister of Labour became effective on September 1.

Merger of Steelworkers and Mine-Mill approved

In a vote of the membership of the International Union of Mine, Mill and Smelter Workers across Canada, held early in August, overwhelming approval was given to a merger between that union and the United Steelworkers of America. The voting in the Sudbury district, where the MineMill union represents employees of Falconbridge Nickel Mines Ltd. and some smaller operations, was an exception, the vote being against the merger by 1,135 to 646.

Any local had the right to appeal before August 17 if it believed that the referendum had not been properly conducted, and official results were released on that date.

In spite of the heavy adverse vote in the Sudbury district, voting throughout the country was said to be about three to one in favour of the merger.

Terms of a merger between the two unions were signed in Toronto on April 29 by head officers of the two organizations. The merger had been approved by a resolution passed by the United Steelworkers' international convention and its executive board, and the Canadian section of the Mine-Mill union had discussed the terms of the amalgamation at a special convention held in Winnipeg on June 23. The referendum among Mine-Mill members was the final step in the preliminaries.

According to a statement by Kenneth Smith, National President, at the Winnipeg meeting, the merger was to become effective immediately if it was ratified by the members in the referendum. When the vote was held, Mr. Smith said that, according to the union's constitution, the results of the referendum were binding on all locals. But Joseph Astgen, Vice-President of the Sudbury local, said that the group known as the Nickel Belt Labour Club would remain independent, and would seek a merger with other unions only if it was helpful to the members.

Arbitrators reject shopcrafts' demands

With the exception of additional bereavement privileges, the demands made by the 28,000 members of the shopcraft unions were rejected in July by a three-man arbitration board headed by Mr. Justice Wilfrid D. Roach, retired Ontario Appeal Court judge. The unions were the last holdout to a general settlement reached last fall between the railroads and non-operating employees.

In effect, the union has no recourse but to accept the proposals made earlier by government mediator H. Carl Goldenberg (L. G., Feb., p. 86), which called for a three-year contract running to the end of 1968, with a total pay increase of 24 per cent in five stages. The seven shopcraft unions will receive a 4-per-cent increase retroactive to January 1, 1966, and an additional 4 per cent retroactive to July 1, 1966, 7 per cent retroactive to January 1, 1967, and 3 per cent retroactive to July 1, 1967. They will get an additional 6 per cent on January 1, 1968. The average hourly rate for railway tradesmen by the end of the contract was estimated at $3.03.

Using the standard for maintenance tradesmen as a guide, the board rejected the unions' request to have the shopcraft employees' pay scales calculated on the basis of prevailing rates in durable goods industries. It also rejected requests for pay differentials for shift work, longer vacations (extended to six weeks after 20 years service), an extra paid holiday, a two-year contract and the extension of various employee benefits.

The general railway strike began on August 26, 1966, ending with the passing of The Maintenance of Railway Operation Act, 1966 on September 1 (L. G., Nov. 1966, p. 630). By mid-January the general conference committee of the residual non-ops had agreed to accept Mr. Goldenberg's proposals. At that time the 20,000-member Canadian Brotherhood of Railway, Transport and General Workers (CLC) and the 28,000-member federated shopcraft unions had refused to accept the contract settlement. But last April, members of the CBRT finally voted in favour of these terms.

Building trades unions sign 8-year no-strike pact

Construction workers at the $800,000,000 Churchill Falls project in Labrador will receive unique treatment under an eight-year, no-strike labour agreement signed August 10. The agreement, signed by 11 international unions and all contractors working on the hydro project financed by the Churchill Falls Corporation, provides paid trips home every six months, and two weeks paid holidays annually. The vacation pay will be in the form of a 4-per-cent salary bonus each week instead of lump sums at the start of vacations.

Workers who wish to stay in Labrador for a year or longer will get the equivalent of their fare home in six monthly payments.

The Churchill work force now averages 620 men and will rise to about 5,000 within two years. Of the present workers, 64 per cent come from Newfoundland, 20 per cent from Quebec, and the rest from other provinces. Under Newfoundland law, all of them must join one of the signatory unions as a condition of employment.

Project managers hope the contract will insure labour peace until the completion date of August 31, 1975, and attract Newfoundland workers, who have priority in hirings.

New job vacancy survey launched by DBS

A new study to pinpoint precisely where unfilled jobs are in Canada has been launched by the Dominion Bureau of Statistics on behalf of the Department of Manpower and Immigration. It began in September and will continue on a monthly basis. When fully established, it will be one of Canada's largest continuing national surveys.

The survey will provide new information for private as well as public use on where job vacancies are by location and by job description. It also will measure national demand for labour.

As well as yielding a new series of statistical facts for economic analysts, the survey will provide information on local manpower needs for use in individual counselling services by the regional Canada Manpower Centres. The Department of Manpower and Immigration will co-operate closely in interpretation of results.

The survey is being done by mail and is supported by personal interviews. It includes about 5,000 larger firms every month and a sample of about 30,000—or 10 per cent—of the smaller firms every quarter.

Potential uses are highly significant for continuously updated information on where labour shortages are and the kinds of skills needed in various areas. Because industrial production depends heavily on availability of the right skills in the right places and the skills of individuals are best marketed when information is available on what and where the demand is, job vacancy data can be basic to decisions:

- by industry on long-term recruitment policies, training plans and capital expansion projects;
- by governments on programs for training and retraining of workers, on immigration programs and to facilitate movement of persons in the labour force from one area to another if and as they desire;
- by individuals in choosing a career or moving to another part of the country.

The survey will fill a significant gap in statistical information that has existed for some time. The existing monthly Labour Force Survey by the Dominion Bureau of Statistics finds out where the labour is by detailing the supply of manpower. The job vacancy survey will determine the labour demand by finding out where the jobs are.

The survey questionnaire itself will be as simple as possible, conforming generally to company records, so that personnel executives across the country will be able to provide the information to DBS with a minimum of difficulty. The questionnaire will ask for the number and kind of job vacancies, the job titles and the pay offered.

The survey will cost about $900,000 in the first year. Thereafter, it will cost between $500,000 and $700,000 annually. It will include the demand for part-time, seasonal, casual, and hard-to-fill jobs as well as routine, permanent jobs.

Thorough testing of results will be needed before they are published on a continuing basis. A similar survey has been tried in the United States and there have been recommendations to Congress that a comprehensive program be implemented. Establishment of a full program in the U.S., however, has been postponed because of opposition from some trade unions.

Both DBS and the Manpower Department emphasize that considerable experience will be needed before the survey realizes its full potential. For this reason, it is not expected that regular reports will begin until the survey's accuracy is fully tested.

OECD publishes book on change and manpower

Technical Change and Manpower Planning, a set of case studies investigating the problems and subsequent personnel procedures surrounding a particular event in that country in which an industry adopted a technological change, has been released by the Organization for Economic Co-operation and Development.

The studies were submitted by organizations within OECD-member countries, and were edited by Solomon Barkin. Canada's contribution, by the Economics and Research Branch of the Department, was a report on a 1962 study, *Electronic Data Processing Occupations in a Large Insurance Company*, which was made in co-operation with federal and provincial government agencies and other groups, and published by the Department (L. G. 1962, p. 15).

The Canadian case study investigates the adjustments made by the company managers and employees, and it reveals that total staff was increased, after the technological change was completed, because of an accompanying increase in business.

UIC rules change affects casual workers on farms

A significant change in the Unemployment Insurance Regulations affecting temporary and casual employment in agriculture and horticulture was announced at the end of August.

Effective immediately, temporary and casual workers in agriculture and horticulture will not be insured unless their employer is satisfied that, during the calendar year, they will work for him for at least 25 days and earn at least $250 in cash wages.

No declaration will be required from such workers.

This change is designed to bring the Unemployment Insurance Regulations into line with the provisions of the Canada Pension Plan, a step strongly advocated by agricultural and horticultural organizations. It was made to ease the administrative burden on employers who hire casual workers for harvesting such crops as tobacco, fruit and vegetables.

Ammunition employees choose United Mine Workers

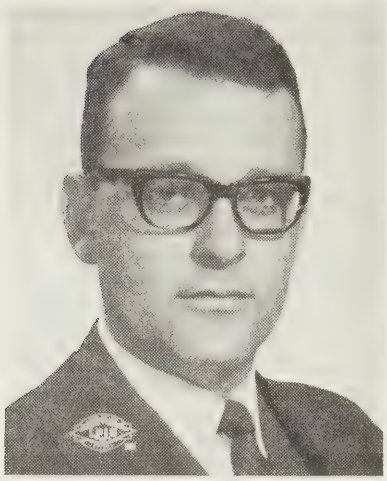
In a July representation vote to determine their bargaining agent, 925 ammunition workers at a CIL plant in Brownsburg, Que., chose the United Mine Workers of America, District 50, over the United Steelworkers of America (CLC).

District 50 had been the bargaining agent for the Brownsburg workers since 1945, and was in the midst of contract renewal talks when the Steelworkers started a campaign in the local weekly newspaper. Although it was contended that the CIL workers wanted to be represented within the Canadian Labour Congress, the vote gave the Mine Workers a solid victory of 617 votes to 285.

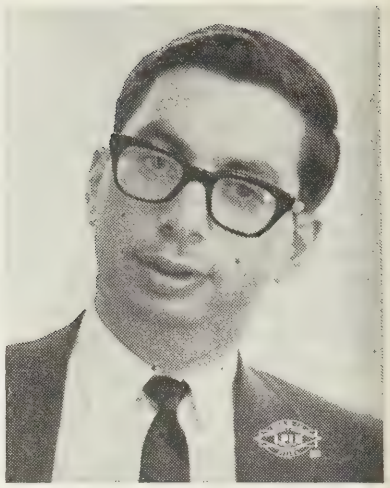
Unemployment rises in Britain

Britain's unemployment total rose to more than 500,000 in August, the highest total in 27 years, the British Labour Ministry reported. It is believed that unemployment has been rising because the Government applied braking measures to the economy 13 months ago (L. G., Dec. 1966, p. 715) in an effort to reduce imports, spur exports and relieve inflationary pressures.

Allowing for the rise in unemployment that the onset of cold weather brings, the new figures tended to support forecasts that by early 1968 the jobless total is likely to reach 750,000.



Dr. John Crispo



Prof. H. W. Arthurs

Diagnosing Industrial Unrest

LABOUR-management conflict "seems to be the unavoidable by-product of industrialization in a free society," was the concerted opinion expressed by Dr. John H. G. Crispo, Director, Centre for Industrial Relations, University of Toronto, and Prof. H. W. Arthurs, Osgoode Hall Law School, in their paper, *Industrial Unrest in Canada: A Diagnosis of Recent Experience*. The paper was prepared for a Joint Meeting of the Canadian Political Science Association and the Canadian Law Teachers Association.

"To begin with," say Messrs. Crispo and Arthurs, "much of the unrest is characterized by militancy that is less the product of labour leadership than the spontaneous outbreak of rank and file restlessness." And they add that the unrest might be nothing more sinister than a healthy sign of renewed trade union vitality.

They say it would be naïve to suggest that law and order would ever have the undivided respect of labour and management, "if only because historically the trade union movement feels that it could not have secured many of its present rights without deliberately defying legal restraints placed upon it." But if the present difficulties are merely part of the price of prosperity, they think that this feature in itself is disturbing, for it suggests that a free society could not maintain a period of sustained economic advance without engendering serious industrial unrest.

"To the extent that this unrest can only be relieved by round after round of generous settlements, the problem of maintaining price stability during a period of full employment can be aggravated," they say. "Thus it can be made increasingly difficult to achieve these two goals, let alone our other economic objectives, at one and the same time."

The authors think, however, that although collective bargaining might sometimes appear to result in a desperate and never-ending succession of crises, it is an essential part of industrial organization in a free society, and trade unionism is an indispensable participant in the collective bargaining process.

After analyzing in some depth the legal framework within which collective bargaining and trade unionism function, the authors conclude that there are diverse, conflicting strains within the law. "The older policy favours protection of entrepreneural activity against union interference, and the newer policy favours protection of collective bargaining against employer hostility."

Since collective bargaining statutes accept, as legitimate, occasional "disorders" that the common law condemns, and since the quality of the bargain struck under the two systems is likely to be very different, labour and management have each acquired a vested interest in preserving and expanding those laws that reinforce their power position. "Labour relations law, then, has become as much a tool of contending groups as an expression of social consensus."

The authors admit that lawyers skilled in the use of legal techniques frequently win critical battles before boards and courts, leaving behind a residue of resentment. But lawyers could, and increasingly do, operate in a constructive and creative way. "Through skill at negotiation, ability to resolve conflict by constructive compromises, and instinct for reasoned, rather than arbitrary solutions, lawyers can contribute much to good labour relations."

The authors outlined six specific features of unrest:

- the unseating of long-time union leaders;
- the failure to ratify collective agreements;
- wildcat strikes;
- inter-union raiding and breakaway movements;
- union breakthroughs in new sectors of the economy; and
- lost time due to strikes.

Analyzing the reasons for rank and file militancy, the authors point out that society had institutionalized the business of

creating discontent by having developed a whole new profession whose members might be described as "merchants of discontent." They said that they were not implying that acquisitive instincts would disappear if not constantly bombarded by hidden and not-so-hidden persuaders. "We merely point out that middle-class mores have been accepted by the organized worker . . . and that middle-class purchasing power is his immediate objective in collective bargaining."

Related to this first point is the role of inflation and the rising cost of living. "Once the cost of living starts to rise, the scramble for more intensifies, because it then takes more in money terms just to hold one's own in real terms." Although inflation and the rising cost of living explained much of the unrest among workers today, the authors claim, they are not the underlying causes; they are merely symptoms or aggravating factors that reflect general disagreement about the distribution of economic fruits. "This lack of consensus, rather than inflation and the rising cost of living, is surely a more fundamental cause of difficulty."

A third facet explaining "rank and file militancy" is the public's false impression of "the abnormally high level" of settlements made through government intervention — an impression aggravated by faulty reporting in the mass media as to the exact nature of the settlements. The essential point is that although government intervention might have been unavoidable, the results encouraged a wide variety of groups to adopt extravagant bargaining demands in the hope of benefiting from benevolent government intervention.

Job insecurity is another issue. The fear haunting many workers is not that of losing jobs through automation or the new technology, but having to cope with adjustment, even though it might not involve external displacement. Older and less educated workers, in particular, favour the status quo because they are constantly being reminded of their own disadvantages in an age of rising skill requirements. Many of these workers are demanding protection from their unions.

Management secretiveness also generates job insecurity. An employer's sudden unilateral action affecting employees can breed discontent, add to their anxiety, and thereby induce them to pressure their unions to win job security safeguards.

Crispo and Arthurs criticize the rigidity of the collective agreement in the face of changing working conditions. "When a new machine is introduced, which requires the performance of a new range of duties, the company will unilaterally fix the rates for those duties. There is nothing in the agreement that is violated by this action; probably the agreement specifically preserves management's rights to decide upon the processes and machines to be used. Consequently the union is powerless to stop this erosion of its hard-won structure."

Canadian boards have yet to adopt even the minimal requirement that an employer bargain with the union over the possible effects of technological change in an effort to minimize worker dislocation. The majority of Canadian arbitrators support the "residual rights" theory that reserves to management all of the rights it enjoyed before the advent of collective bargaining, with the exception of those that are specifically surrendered in the precise language of the collective agreement — among them, the right to make technological and corporate changes, and to establish new wage scales for new jobs.

"In our view, this doctrine . . . has lessened the value of the arbitration process as an administrative safety valve, and has reduced the workers' faith in it," the authors contend. "Suffice it to say that, while the prevailing practice may seem to be sound conventional legal doctrine, and to favour management, it may for those very reasons be an important factor in aggravating worker restiveness." Workers might try to win by an unlawful strike what they could not achieve through legal remedies. And a doctrine that tends to induce workers to revert to the law of the jungle is hardly in the interests of either management, labour or the public.

Both sides have learned that arbitrators give a great deal of weight to past practice, at least in the event of ambiguity in the language of the agreement. To protect its interests, and to guard against setting precedents that could prove harmful in arbitration, management has frequently stripped its first-line supervisors of the power to make any significant contract interpretations lest they concede something they should not. And under these circumstances, the authors contend, it doesn't take long for the union steward and ultimately the union members to discover that no one around them has the power to settle their grievances.

"In large organizations, the delays that are inherent in more centralized handling of such problems can easily lead to a frustrating accumulation of unresolved issues," they claim. "Both grievors awaiting an answer to their complaint and supervisors humiliated by the need to confess their lack of effective authority are thus subjected to unnecessary tension."

Newly organized groups of workers possessed of unrealistic expectations about the potential of concerted action to solve their problems, can produce an unhealthy combination of naïvete and strike-happiness. Further complicating the situation is the tendency to sign two-, three- or even four-year agreements. Many unforeseen issues could accumulate during the life of the agreement and make it difficult to satisfy the pent-up demands of members in the next round of negotiations.

Internal factors within the labour movement are other causes of unrest. The authors cite the lack of communication between leadership and membership, the widening conflict of interest between skilled and unskilled workers, job dissatisfaction, inter-union rivalry, and ambitious "young turks," eager aspirants to full-time union office. Then there is the conflict between generations; younger workers want more in their pay cheques, and older workers favour increased pension plans and other fringe benefits. There are also younger members who regard the possibility of a strike "as something of a lark."

The authors point to the fact that the average level of education in the labour force is steadily increasing. This produces high expectations, both in a material and in a job-satisfaction sense, and makes workers aware of their enhanced bargaining power in a period of prosperity. Increased educational opportunities might also divert intelligent and capable members of the work force away from the factory into "white collar" occupations, thus diluting the indigenous stock of potential leaders.

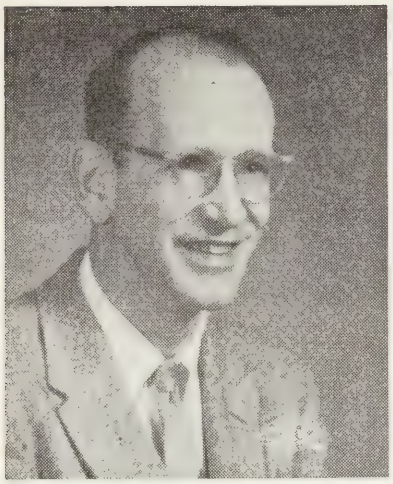
"Where, a generation ago, union office might be one of the few outlets for a bright youngster who was obliged to leave school prematurely . . . today's educational opportunities equip such persons for many other roles."

One of the most obvious reasons for the continuing militancy among union members is that it pays off. "In numerous recent cases . . . workers have discovered that after they have turned down a company offer, their leaders are able to extract further concessions." The temptation to use this ploy regularly is irresistible. Even union leaders themselves have been embarrassed by the availability of alternative employment during a strike. On occasion, workers have refused a substantial increase because they were under no real pressure to see the end of the strike.

In terms of expediency, the authors say, it is quite understandable that management should often attempt to buy peace, especially when rank and file militancy is channelled through formal union action. But this policy of appeasement is dangerous when worker resentment is being directed as much against the union as against management. In that kind of

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Collective Bargaining In the Public Service



Prof. W. R. Cunningham

The two following articles are summaries of papers presented at a symposium in Ottawa earlier this year by Prof. W. R. Cunningham, Head of the Department of Economics and Political Science, University of British Columbia, and Prof. Stuart Jamieson, Department of Economics, Mount Allison University, New Brunswick. The symposium was sponsored jointly by the Canada Department of Labour and the Ottawa Branch of the Canadian Political Science Association. Both papers were based on research carried out by the two senior scholars during their stay at the International Institute for Labour Studies, Geneva, in 1966-67. The research was financed by Canada International Labour Fellowships awarded under the Department of Labour-University Research Program (L.G., Aug. 1966, p. 428).

THERE seemed to be no reason why a collective bargaining system should not work in the federal public service, said Prof. W. B. Cunningham, "Canadian civil servants and governments do not differ so greatly from their counterparts in countries where a bargaining system governs the employment relationship," he pointed out. Moreover, those who would be most responsible for making the system work were also the ones with the greatest incentive to avoid its collapse. Prof. Cunningham declined, however, to predict that the new system would function better than its predecessor, because such an assessment could be made only when "the experience with the new system has provided a foundation of factual evidence of assessment."

Prof. Cunningham used the recommendation of the Heeney Report against which to assess and contrast the usefulness and applicability of foreign experience to the proposed Canadian system. He agreed with the fundamental principle of the Heeney Report that, "As far as possible, the system of collective bargaining and arbitration in the Public Service of Canada should be rooted in the principles and practices governing employer-employee relations in the Canadian community at large." Since the social environment of each community (nation) differed, he believed that "the experience of other countries cannot be expected to provide much of a direct value for the construction of a Canadian system." The only instance of foreign influence on the Committee's recommendation, he said, was found in the proposed arbitration tribunal, a body similar to that found in the United Kingdom.

Even the two countries that have in the past exerted the greatest influence on Canadian development—the United States and Britain—provide little help. Bargaining procedures in Britain cannot be adapted to serve the Canadian system, since the legal framework in Canada owes its existence to the fusion of the former IDI Act with ideas imported from the United States Wagner Act. Conversely, the American "political system of separate and counterbalancing powers has left that country far behind in the development of a bargaining system for federal and state employees."

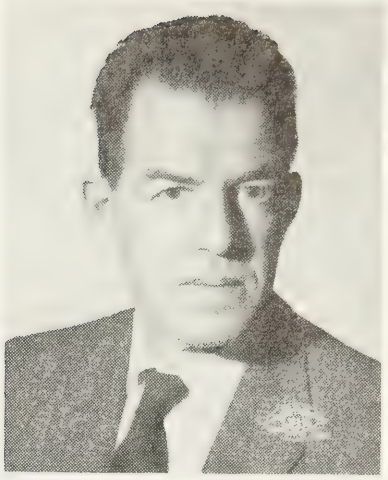
Prof. Cunningham briefly examined the nature of the present public employment systems of several European countries, and he reached the conclusion that there was a large variation in the possible ways of determining the conditions of employment in the public sector. For example, civil servants may be represented by one organization, as in Austria; or by a mosaic of small corporate groups, as in France; or by several federations, each consisting of many public services associations, as in Holland. Strikes by European civil servants may be either prohibited or permitted by the constitution, by legislation or by judicial bodies. In countries where strikes by civil servants are not authorized, they are nevertheless often tolerated by the governments concerned as a political necessity.

The speaker found that the recommendations of the Heeney Commission on the subject of strikes approximated most closely the law in Britain, which neither forbids nor recognizes the right to strike by civil servants. A careful reading of the recommendations of the Heeney Commission and of relevant sections of the draft act would seem to indicate that, if neither party to a dispute requested arbitration, then "presumably there would be no change from the position at the present time."

He pointed out that although the problem of the right to strike was by far the most dramatic, it was by no means the only difficulty found in employer-employee relationships in the public sector. In some European countries, public service associations are affiliated with political parties; the Heeney Report is silent on this point, although the draft act would seem to prohibit such affiliation. And although the Heeney Report recommends the exclusion of the Armed Forces and the RCMP from the proposed bargaining system, European experience seems to demonstrate that collective bargaining for law enforcement officers and for members of the Armed Forces is a workable arrangement.

In conclusion, Prof. Cunningham reiterated the reasons why the nature of a system of collective bargaining could not help being peculiar to each country.

"Bargaining structures tend to be messy, in public as well as in private employment. They are not neat, orderly structures logically suited to bring forth ideal results. For any country the organizations of the bargaining parties, the legal framework within which they function, and their patterns of behaviour reflect the conflicts and pressures that have flowed from the aspirations, ideals, convictions, attitudes, customs and traditions of its people in the past and in the present. There should be no surprise to find severe limits on the useful transferability between countries of practices successful in any one."



Prof. Stuart Jamieson

Industrial Harmony And Conflict

A CRITICAL analysis of the higher incidence of industrial conflict in North America as compared with Western Europe was given by Prof. Stuart Jamieson. The speaker provided a method of testing the validity of various hypotheses by selecting five countries—Sweden, Switzerland, Holland, Belgium and Canada—and ranking them according to their comparative freedom from industrial conflict and the degree to which numerous variables deemed favorable to industrial harmony apply to them.

Prof. Jamieson explained the criteria used in selecting the five countries. For instance, they are all industrially developed countries with relatively stable democratic political systems. They were industrialized by a "middle class elite" rather than by a "dynastic-feudal" or a "revolutionary-intellectual" elite.

Furthermore, "The five nations chosen as a sample in this study have certain other features in common besides their comparatively small size of populations. They are all relatively 'developed,' high income and highly industrialized nations, having less than 20 per cent of their populations engaged in agriculture; and they are highly dependent upon foreign trade, which accounts for more than 20 per cent of their gross national products.

"With the exception of Sweden, which is taken as a 'model' to test numerous variables presumed to encourage harmonious industrial relations, they have deeply imbedded internal divisions in language, religion or political ideologies, which are reflected in labour and employer organizations; and they have widely differing structures of government, patterns of collective bargaining, methods of regulating industrial disputes, and systems of industrial relations generally."

Having thus explained considerations in the choice of the sample, Prof. Jamieson discussed the various possibilities of measuring industrial conflict. Covert, or hidden expressions of conflict, such as high turnover, tardiness or absenteeism, carelessness and conscious sabotage, thefts of company property, and the like, may sometimes be more important in the aggregate than overt conflict, in such forms as strikes and lockouts, political action, riots and demonstrations, and crime.

Measurable testing of all types of covert and overt conflict was found to be impossible. It was for this reason that the author concentrated on strikes and lockouts as the relevant forms of industrial conflict for which data were available in all the countries included in the sample.

The speaker dealt critically with Georg Simmel's and Lewis Coser's theories of conflict (discussed briefly further on). He pointed out various examples in which overt and covert forms of conflict did not explain the contrasting situations in Western Europe and North America. For example, "Suicide rates are notoriously high in Sweden and Switzerland, the two countries with the lowest incidence of strikes, but the U.S.A. is not far behind. Holland, by contrast, has a very low incidence of strikes, and one of the lowest suicide rates of any country.

"Again, alternative forms of overt conflict, such as political partisanship, riots and demonstrations, antagonism and conflict between racial, language and religious groups appear to be more prevalent in the United States, and perhaps Canada, than in most West European countries."

Prof. Jamieson therefore rejected Simmel's implicit assumption that conflict was a fixed or given propensity in all human societies, and that labour-management conflict was inherent in the industrial scene. On the contrary, he argued, the frequency and intensity of conflict, industrial or non-industrial, depended upon numerous economic, political and social-environmental factors that influenced the actors in the industrial relations system, including the different values placed on conflict itself by different national traditions or cultures.

With this note of dissent on Simmel's theory, and recognizing that a wide range of variables affected industrial conflict in the selected countries, Prof. Jamieson presented in a tabular form a cross-section of no less than 32 variables, under four broad categories. These are shown in the accompanying table.

Measurability of some of these variables in the economic category is possible with a fairly high degree of accuracy. Detailed statistical sources from various governmental and international agencies have also been helpful in the measurement of social and socio-economic variables as well. But measurement and procurement of data for such variables as degree of class differentiation, employer acceptance of trade unions, involvement of trade unions in government and politics, stability of political parties and governments, and degree of conflict on account of language, religion and ideology, have been extremely difficult.

The first group of eight variables listed under "A" pertains to broad features of the political and social structure of the countries in the sample. It may be noticed that "with the exception of regional divisions in population and industry, Sweden stands highest in rank, followed in most of these by Holland, and then, much further behind, by Belgium. Judging by rank in individual items and totals, there does appear to be a rough correlation between these variables on the one hand, and the relative incidence of industrial conflict on the other, among the five nations under study."

A similar pattern of ranking largely applies to the group of five variables listed under "B"—"Organization and Collective Bargaining." The ranking is determined with the help of a number of research studies and comparative surveys of industrial relations and conflict in Western Europe and North America. It will be observed once again that Sweden and Canada are at the two extremes of the continuum for the first four variables in this category. The only departure from this pattern is noticed in the variable concerning governmental intervention in, or control over collective bargaining and industrial disputes.

Prof. Jamieson selected a set of five variables under "C" to test Seymour Lipsett's hypothesis concerning the influence of class and ideology on industrial conflict. Lipsett's view is, basically, that conflict is somewhat inhibited in the West European countries as compared with North America. The reason, according to him, is a survival of class traditions, and patterns of attitude and behaviour in the social structure of the European countries examined in the sample.

Discussing further the contrasts in class consciousness, ideology and philosophy of the labour movement in Europe and North America, he observes that there is an emphasis on the virtues of achievement in the North American culture. The status and prestige of the individual in this culture are measured in terms of income and possession rather than family or class identification.

Such a value system encourages militancy and somewhat aggressive behavior among individuals and groups, resulting in a higher incidence of conflict. It may be observed from the table that there is a rough correlation between industrial conflict and the totals of the variables in the Lipsett hypothesis, with Canada having the highest incidence of conflict, and Holland and Sweden being at the other end of the range. Switzerland, however, stands out as an exception.

The author has included the largest number of variables in the category of economic factors for the purpose of inter-country comparison, but "the results seem equally mixed or inconclusive." Such inconclusiveness, in his opinion, supports the contrary hypotheses advanced by different authors. For instance, one of the hypotheses is that the workers in a rich economy are expected to be relatively complacent and conservative and therefore less inclined to engage in strikes.

A contrary hypothesis by Ross and Hartman suggests that the workers in wealthy and high-income countries can afford to build up adequate strike funds and thereby engage relatively frequently in strikes of long duration. The latter hypothesis tends to explain the high incidence of industrial conflict in Canada and the United States in terms of relative wealth and higher per capita income in these countries.

Prof. Jamieson, in the first set of economic variables dealing with the industrial structure, has examined hypotheses by Reynolds, Kerr and Siegal, and Marx concerning earliness of industrialization, specialization in "low-strike" industries, and decentralization. He has also used a number of other exploratory variables, such as dependence upon foreign trade, capital and labour, per capita income, unemployment, and rate and stability of economic growth.

Having taken into consideration such a wide spectrum of variables, the writer concluded: "These nations exhibit opposing characteristics as regards many or most of these variables, even where they have had similar strike experience. To reach some sort of conclusion in this survey, perhaps it could be boiled down to asking: What characteristics or variables have the three relatively strike-free nations—Sweden, Switzerland and Holland—in common, despite their numerous differences? And the same for the two relatively 'strike-prone' nations, namely Canada and Belgium."

As may be seen from the table, there appears to be eight variables in which these two groups of countries tend to be at opposite ends of the range. These are:

- political and governmental participation by organized labour;
- lack of "conspicuous display";
- degree of organization among occupational groups generally;
- employer acceptance of unions and collective bargaining;
- specialization in predominantly "light," "strike-free" industries;
- decentralization of industry, by firm;
- decentralization of industry, by region;
- rapid, sustained rate of growth in output per man-hour and in real wages;
- stability of growth and avoidance of severe cyclical fluctuations;
- full employment, or at least avoidance of severe unemployment.

Although Prof. Jamieson has analyzed industrial conflict in a cross-country comparison by selecting a very large number of variables, he warns the reader of the limitations of this study. The first is the fact that only those variables were included that had the data common to all five nations under study. Second, it is quite possible that out of the large number of variables selected, only one or two are the primary factors explaining the circumstances responsible for the incidence of industrial conflict.

For example, the low strike rate in Switzerland may be primarily due to the unique composition of its labour force, more than one third of which comprises foreign workers having only temporary employment and residence in the country. On the other hand, the relatively high incidence of strikes in Canada may be largely due to her unique relationship to the United States.

Prof. Jamieson concludes his paper with the note that an adequate comparative survey of the selected countries "would have to take full account of various strategic factors unique to each country, as well as those common to all."

Factors Favourable to Industrial Peace

Factors	*Sweden* 1	*Switzerland* 2	*Holland* 3	*Belgium* 4	*Canada* 5
A. Political and Social Unity & Stability (Sweden as "model)					
Governmental structure: Unitary vs. federal and decentralized	1	5	2	3	4
Political parties and governments: unity and stability	1	5	4	3	2
Political and governmental participation by organized labor	1	3	2	3	5
Degree of economic planning	1	4	2	3	5
Comprehensiveness of social security	1	5	3	2	4
Ethnic and lingual homogeneity*	1	5	2	3	4
Religious and ideological homogeneity*	1	4	5	3	2
Relative lack of regional divisions*	2	4	1	3	5
TOTAL	9	35	21	23	31
B. Organization and Collective Bargaining (Ross and Hartman, mainly)					
Degree of organization, occupational groups generally	1	1-2	2-3	2-3	5
Degree of organization, workers and employers	1	4	3	2	5
Employer "acceptance" of unions and collective bargaining	1	3	2	3	5
Centralization of collective bargaining	1	4	2	3	5
Governmental intervention into or control over collective gargaining and industrial disputes	5	3	1	4	2
TOTAL	9	15-16	10-11	14-15	22
C. Class and Ideology (S. M. Lipsett)					
Egalitarian ideology, socialist and co-operative	1	4	2	3	5
Egalitarian ideology, individualist and competitive	(5)	(2)	(4)	(3)	(1)
Class differentiation, non-economic indices (e.g. titles)	2	4	3	1	5
Economic equality, lack of "conspicuous display"	2	3	1	4	5
Degree of wage equality	2	4	1	3	5
TOTAL	7	15	7	11	20
D. Economics *Industrial Structure*					
Earliness of industrialization (Reynolds *et al.*)	2	4	5	1	3
Specialization in "low-strike" industries (Kerr & Siegel)	3	1	2	4	5
Decentralization of industry, by region (Marx *et al.*)	2-3	1	3-4	4	5
Decentralization of industry, by firm (Marx *et al.*)	2-3	1	3-4	4	5
TOTAL	9-11	7	13-15	13	18
International Relationships					
Dependence upon foreign trade	4	2	1	5	3
Dependence upon foreign capital	5	4	2	3	1
Dependence upon foreign born labor: proportion of labor force	5	1	4	3	2
TOTAL	14	7	7	11	6
Employment, Income and Wealth					
Value of resources per capita	2	4	5	3	1
Per capita income	2	3-4	5	3-4	1
Average wage rates	2	3-4	5	2-3	1
TOTAL	6	10-12	15	8-10	3
Rate and Stability of Economic Growth 1949-59					
Average rate of unemployment, 1951-64	3	5	4	2	1
Average rate of growth, GNP and employment, 1949-59	4	1	2	5	3
Average rate of growth, output per worker, 1949-59	3	1	2	4	5
Stability of growth (as measured by amplitude of fluctuations in employment, 1945-65)	1	3	2	4	5
TOTAL	11	10	10	15	14

*Particularly as affecting labour organizations and "political action."

Numbers shown in the heading under each country denote degree of freedom from strikes. The numbers in the table denote rank or weight of the various factors. In each case, 1 is the highest and 5 the lowest rank. Bracketed numbers not to be included in totals.

Human Rights

The purpose of the 19th Annual Conference of Commissions for Human Rights was to exchange experiences regarding the administration of human rights legislation, and to discuss matters of mutual concern in relation to human rights.

DELEGATES from human rights commissions in Canada and the United States met in Toronto in July for the Conference of Commissions for Human Rights. Representatives from Great Britain and the International Labour Organization also were in attendance.

During the five-day conference, the delegates heard speeches concerning the problems associated with discrimination on racial or religious grounds, and the need for improved social legislation to deal with the problems of alienated communities. Following each session, workshop groups met to discuss and assess the achievements of human rights legislation.

The guest speaker at the official banquet was Hon. Mr. Justice Bora Laskin, who discussed what he called the next phase of action needed from human rights commissions. The problems that must be tackled by human rights agencies go beyond the composition of individual instances of illegal discrimination, he said. The need now is for a full-time administrative staff to enforce its human rights legislation. He commended the steps taken by the Government of Ontario to accept responsibility for, and to enforce, fair accommodation practices.

"We need more, however, than piecemeal approaches prompted by a concentration of political pressure or by some dramatic individual instance of discrimination. We need to examine the data on the deployment of our human resources or to gather it, if it is lacking, in order to provide a factual basis for assessing our patterns of employment to see if they exhibit collective discrimination. Positive programs of amelioration will then draw readier support, and we should be in a position to combat the stereotyping of this group or that group as being unsuitable or congenitally incapable of this or that kind of labour."

Speaking on discrimination, he said: "An inextricable circle of frustration is created by individual discrimination. When it forecloses opportunity in certain kinds of employment it diminishes hope for such employment by others, and thus dissuades them and others like them from striving to qualify for that kind of employment. A social pattern of exclusion begins to form that is more difficult to break down than any individual instance that contributed to it."

Mark Bonhan Carter, Chairman of the Race Relations Board of Great Britain, described to the delegates some of the features that contribute to the race situation in Britain, and he compared them with the positions in the United States. In Britain, immigration from the West Indies, India, and Pakistan is a relatively new phenomenon, and the coloured population comprises only 2 per cent of the total population, he explained.

He quoted the Home Secretary of Great Britain as stating that the objectives of Government policy are integration; "not a flattening process of assimilation, but equal opportunity, accompanied by cultural diversity, in an atmosphere of mutual tolerance."

At present, Britain's human rights code applies only to public accommodation. "We have the benefit of the North American experience as a warning and as an example," he said.

Walter Currie, Chairman of the Committee on Education for the Indian-Eskimo Association of Canada charged that "legislated discrimination," as found in the Indian Act of 1951, "is the major cause of this shameful mess" in which the Indians today find themselves.

Mr. Currie cited reports that "the Indian is the fastest growing ethnic group in Canada — a 55 per cent increase from 1949 to 1964." He then described several features in the Indian way of life that attest to their poverty. "The people on these reservations have a culture of poverty."

He pointed out that, when the Indian Act was passed by Parliament in 1951, the Treaty Indians of Canada could not vote in federal elections. "This right of a Canadian citizen was not given to the Treaty people of Canada until 1960."

He charged that the Indian Act treats the people paternalistically and excludes them from the Canadian way of life. "The Indian people believed and still believe, in too many cases, that what the Indian agent says is law. They do not realize their own human rights."

Kalmen Kaplansky, Director of the Canada Branch of the International Labour Organization, spoke on international concepts of human rights. He outlined the history of the United Nations Universal Declaration of Human Rights, many tenets of which were based upon the Declaration of the Rights of Man and of the Citizen, proclaimed in France in 1789, at the time of the French Revolution.

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Employment Security: New Manpower Concepts

At the 54th annual IAPES convention, Deputy Minister Tom Kent told delegates that the Department of Manpower and Immigration aims to create "by far the best employment service in the world."

Extension of University of Toronto correspondence courses on certain subjects to Association members throughout the world was approved by delegates to the 54th annual convention of the International Association of Personnel in Employment Security, held in Richmond, Va., June 27 to 30. More than 1,400 delegates attended the meetings. The theme of the convention was "Employment Security — New Manpower Concepts."

H. A. Haugness, Idaho, was elected president of the Association for the 1967-68 year.

Tom Kent, Deputy Minister, Department of Manpower and Immigration, Canada, gave the keynote address, in which he outlined his department's plans for re-organizing the employment service of Canada. He was introduced by Marcel Guay, Assistant Director General of the Department of Manpower and Immigration, and a past president of IAPES.

Mr. Kent told the delegates that he and his colleagues were trying to create "by far the best employment service in the world, and he expressed confidence that their efforts would succeed. Referring to the change in the name of the employment service that was made after it was taken over by his Department from the Department of Labour, the Deputy Minister said that "the contemporary label for the job we have to do has come to be expressed in the phrase 'an active manpower policy'," which conveyed a sense of drive and purpose. But the Department's concern was still with employment — with matching people and jobs.

"The change that has developed over recent years is not a change in this fundamental purpose. What has happened is that the context in which we pursue that purpose has changed. It has changed in two main ways. First, we have come to see a closer connection between the qualifications of our labour force and the rate of our economic growth. And secondly, what the individual can best do, in order to make the most of the opportunities of the modern economy, has become a much more complex decision-making process, for the individual and for society."

For some time, Mr. Kent said, things had been getting more complicated. The pace of technological change had become entirely different from anything that we used to know, and it was increasing all the time. This kind of change compelled people to adjust themselves to it. There was no choice.

It would be fatal to try to put restraints on industrial change. "On the contrary, our welfare depends on making the most of new technology, responding quickly, taking new opportunities, building new plants, adopting new methods, learning new jobs.

"That is economic progress. It provides us with higher standards of living. But, like everything else, it has a price. It does a great deal for people, but it also requires a great deal from them. What it requires is adaptability. It requires people to change their jobs, to learn new methods of working, to develop new skills."

Manpower policies, the Deputy Minister said, were designed to help people to adjust to changing employment. In order to help people to understand what was required of them, a first-class service of information and advice was essential. Without it, manpower programs would be of limited use.

"They will be truly effective only when we have in every community a manpower centre that people of all kinds naturally turn to for information and advice and assistance about employment; a genuine focal point that the businessman uses as naturally as he uses his bank, and that the community as a whole sees as a vital element in its working life." Mr. Kent admitted, however, that "we are all quite a way from that kind of organization."

He said it was important to break down the public's old idea that an employment office was a place you went to when you were on unemployment insurance, and not otherwise. "Instead of limited information, our Manpower Centres have to know about the labour market as a whole. The manpower counsellor has to know what is really going on." He had to know where the job vacancies were, what were the underlying industrial, occupational and employment trends to which people could be advised to adjust themselves. He had to try to foresee changes and keep a step ahead of the game.

"As a basis for this kind of service, we are having to establish an entirely new kind of information system. It will call for careful surveys and a skilled staff of manpower analysts, statisticians and economists who can analyze current and prospective job opportunities and manpower supplies. Whether people use us depends on the quality of our service. We have to win confidence by doing a better job."

No matter how good the organization, it would not always be possible to find jobs for people "as and where they are. There will be many instances when the

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Federations of Labour Conventions

The annual conventions for three provincial Federations of Labour were held during the summer in New Brunswick, in Manitoba, and in Newfoundland. Delegates heard addresses concerning the labour movement, and discussed policies and resolutions of the Federations for the coming year.

The theme of the New Brunswick Federation's 1967 annual convention was "Should labour participate in politics?" The 300 delegates, meeting in Fredericton from June 4-7, heard addresses given by representatives of three political parties, and directed questions to them concerning political education.

The discussion of political action was the result of a resolution adopted by the convention of the New Brunswick Federation in St. John last fall. A political education committee was subsequently established by the convention under the chairmanship of Vice-President Greg Murphy. The Committee planned the Political Education Night, which was held on the day preceding the official opening of the conference. The speakers were: Hon. William R. Duffie, New Brunswick Minister of Natural Resources, representing the Liberal Party; J. Stewart Brooks, provincial MLA, representing the Progressive Conservative party; and David Lewis, federal MP, representing the New Democratic Party. The chairman of the annual conference this year was George Home, Director of Political Education for the Canadian Labour Congress.

The delegates were addressed by the presidents of two labour federations, who called for greater political interest and action by trade unionists. John F. MacMillan, Past President of the New Brunswick Federation of Labour, and Louis Laberge, President of the Quebec Federation of Labour, spoke about the need for union members to concern themselves about who shall carry on the daily affairs of government.

The delegates agreed to a decision to submit to the provincial Government a brief containing the findings of a special committee on workman's compensation. Some of the principal requests included in the brief concerned changes in the Workmen's Compensation Act to provide for coverage for industrial deafness, for injuries sustained while assisting police and firemen in the performance of their duties, and for heart and lung disease. Other recommendations included the elimination of the present ceiling on pensions, the basing of pensions on the cost-of-living index, and an increase in the pensions payable to employees and their dependents.

Resolutions passed by the Federation included a call for the provincial Government to establish a Royal Commission to investigate medical services. The motion said that the medical profession is a closed shop in the matter of fees. The delegates passed a resolution urging the New Brunswick Government to open all waters in the province to anglers at a standard license fee. They also adopted a resolution asking the Government to increase reforestation of Crown lands and to prevent unnecessary destruction of forests.

Paul LaPage was elected President of the Federation for the coming year. Mr. LaPage has been a representative of the United Steelworkers of America since 1956. Other members of the executive elected at the conference were: Gregory Murphy, Albert Wilks, Michael Kenny, Rolland Blanchette, Phillip Booker, Francis Crilley, and Lloyd Basque, Vice-Presidents; and Valerie Bourgeois, Secretary-Treasurer.

MANITOBA

Delegates to the 13th annual convention of the Manitoba Federation of Labour heard a strong plea for greater recognition of rising industrial productivity by Canadian politicians and businessmen.

William Mahoney, General Vice-President of the Canadian Labour Congress and Director of the Canadian branch of the United Steelworkers of America, addressed the 300 delegates meeting in Winnipeg from June 2-4 on the subject of productivity. He said that maximum productivity and a maximum reward based on it must be a major Canadian goal, if Canada is to achieve greatness in the years ahead.

The delegates represented about 50,000 organized workers across the province and spent the major portion of the three-day convention in dealing with about 120 resolutions.

One of the major resolutions passed at the convention supported the drive for a minimum wage of $1.75 an hour throughout the province.

The Federation endorsed its stand to have medicare introduced at once. In addition, it asked that the federal Government be encouraged to adopt lotteries to aid hospitals.

The delegates passed a resolution calling on the provincial Government to amend the Manitoba Labour Relations Act so that a simple majority would be sufficient to determine certification of a union as bargaining agent in a given plant. The resolution urged the Government to adopt a 40-hour, five-day week as the legal standard work week.

A resolution adopted by the delegates demanded redistribution by population for provincial voting at elections. In a further resolution, the Federation condemned the recently introduced five per cent sales tax in Manitoba. Another resolution asked that everybody be forced

to contribute to unemployment insurance. It called for a lifting of the ceiling of income at which people are compelled to contribute, and for an increase in unemployment insurance benefits.

The Federation adopted a resolution asking the provincial Government to allow all government employees to join a union of their choice.

The President of the Federation, R. J. Henderson, told the delegates that Manitoba offers lower average weekly incomes than Saskatchewan or Alberta and that, in 1967, Winnipeg is no longer among the highest paid urban wage areas in Canada. In 1966, there was a migration from Manitoba to other provinces and, as a result, the province now faces an acute labour shortage, Mr. Henderson said.

The monthly per capita tax for affiliated unions of the Federation was increased by two cents to seven cents. Bernard Christophe, representative of the Retail, Wholesale and Department Store Union, said that the increase was necessary to avoid having to cut staff salaries for the coming year.

R. J. Henderson, Regional Supervisor for the Canadian Union of Public Employees, was re-elected to a third term as President of the Federation. Other officers elected to the executive were: Joseph Wilford, United Packinghouse Workers, First Vice-President; Bernard Christophe, Retail Store Employees, Treasurer; Gordon Ritchie, Retail, Wholesale and Department Store Union; and John Pullen, Electrical Workers, Winnipeg, Vice-President.

Provincial Vice-Presidents are: William Hanna, Flin Flon; H. V. McKee, Thompson; A. Atkinson, Brandon; Albert Pohl, Pine Falls; and William A. Hendry, Selkirk.

Joseph James, Executive Secretary of the Federation since 1962, announced his retirement during the convention. He will remain in office until the end of the year, during which time a replacement is to be found for him.

NEWFOUNDLAND

About 80 delegates to the 31st annual convention of the Newfoundland Federation of Labour met in Corner Brook from July 24-27 to consider several resolutions and to elect new officers.

One resolution called for repeal of the Hospital Employees Act (L.G., April, p. 228), which was passed last January. The Act forbids strike action by hospital employees. The convention suggested that the Federation executive seek the establishment of compulsory conciliation for hospital workers, although the union movement is opposed to this method.

The delegates approved a resolution urging the provincial Government to enact legislation permitting union representatives or business agents to enter working areas, and to oblige employers to provide food and shelter for employees at a fixed price. The delegates passed a resolution calling for legislation to provide for effective collective bargaining for civil servants in Newfoundland. The Federation planned to ask the Government to institute a safety program that would require all trucks of one ton or more to be manned by a driver and a helper.

In addition, the delegates decided to petition the Government for a "truth-in-lending" bill that would require loan companies, credit houses, and retail merchants to disclose to customers the true rate of interest before a purchase or loan is concluded.

David Jones was elected President of the Federation for the coming year. Mr. Jones is also President of the Office Workers and Professional Employees International Union, and chairman of the Joint Mills Union Committee in Grand Falls.

The convention approved a resolution to reduce the number of vice-presidents to four from five. The newly elected executive members are Vice-Presidents Frank O'Reilly, eastern region; John MacKenzie, central region; Linton Sheppard, western region; and William Parsons, northern region. James Walsh was elected as Secretary-Treasurer.

Human Rights

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To him, the ILO is a model of the "interdependence between words and deeds." He said, "Most countries are still reluctant to admit to the existence of inequality, intolerance, and discrimination in their own midst although rather eager to criticize these malpractices elsewhere."

He related the activities of the ILO in the human rights field to the work of the Commissions. He reminded the delegates that the United Nations General Assembly has proclaimed 1968 to be International Human Rights Year, and asked that the representatives of the Commissions and Organizations take the opportunity to make it a focal point of advancing the principles of international decency.

Oppressed groups must acquire the power to hurt society if they are to push their way to a better life, A. Alan Borovoy told the delegates. Mr. Borovoy, Associate Secretary of the National Human Rights Committee, Canadian Labour Congress, said that Indians, Negroes, and other poverty-striken minorities must learn to swing the big stick of political and economic power. "An ounce of consumer boycott may be worth a pound of Government pleading."

Willard L. Bowman, Executive Director of the Alaska Commission for Human Rights, said that human rights officers should be troublemakers, even if it means losing their jobs.

The Executive Director of the Human Relations Committee in Gary, Ind., Charles H. King, warned the delegates that time is running out for the Negroes in the United States. He called for more time to be spent in draining off "the poison of the Ghetto" through the enforcement of human rights, rather than through the education of the rest of society.

Human Rights laws are no help to most of the poor Negroes and North American Indians, the human rights officials of Canada were told. Ben D. Segal, a Director of Liaison for the United States Equal Opportunity Commission, said "The progress that we have made in equal employment opportunity, for the most part, has benefitted only the Negro middle class."

He stated that no solution can be reached until the problems of employment, housing, education, transportation, and poverty are attacked on a metropolitan-wide basis.

Kenneth A. MacDonald, Chairman of the Washington State Board Against Discrimination, warned that human rights commissions may go out of business because they lack the legal muscle to do the job. He called for a direct administrative pipeline to mayors and governors to speed up hearings and to give more legal power to poverty programs.

Representing the Fair Employment Practices Branch of the Canada Department of Labour, Director George G. Blackburn informed the meeting of the steps that the Branch had taken to strenghthen its power for administration of federal anti-discrimination legislation. It had provided for five positions and was now in the process of recruiting personnel to fill them. He said that the Branch had what he called an adequate case-investigation service available through industrial relations officers posted at strategic points from coast to coast.

The conference passed a resolution to form a new international association of human rights commissions to replace the annual conference structure.

Dr. Louis Fine, the Chairman of the Ontario Human Rights Commission, was elected to the Executive Committee.

51st International Labour Conference Part III

The conference engaged in an initial discussion of the question of the improvement of conditions of life and work of tenants, share-croppers and similar categories of agricultural workers.

The conclusions adopted by the conference will serve as the basis for the preparation, after consultation with governments, of a draft recommendation to be submitted to next year's session of the conference for final decision.

The discussions took place within the general framework of the program of the United Nations and its specialized agencies on agrarian reform. The Food and Agricultural Organization, in particular played an active part at the Conference in covering the technical aspects of the problem.

First Draft Adopted

The first draft of the Recommendation applies only to agricultural workers who are not remunerated by a fixed wage. The conference adopted the first draft of the Recommendation by 221 votes, with two against and eight abstentions.

Its objective is to promote a progressive increase in the well-being of tenants, share-croppers and similar categories of agricultural workers who pay a fixed rent in cash, in kind, or in labour, or who pay rent in kind consisting of an agreed share of the produce; or who are paid in a share of this produce.

The recommendation calls for a level of rent that permits an acceptable standard of living for the occupant, compatible with human dignity, while giving each of the parties concerned a just and equitable return and promoting progressive husbandry. It provides for the reduction in rent or the postponing of its payment in case of crop failure due to natural causes, insofar as these result from unforeseen circumstances, or circumstances beyond the control of the agricultural worker. Agricultural workers are to be protected against the imposition by landowners of personal services in any form, paid or unpaid.

The first draft of the instrument provides for the encouragement of the founding of co-operative institutions, such as production co-operatives, processing co-operatives for agricultural produce, credit co-operatives, marketing co-operatives, and purchasing co-operatives. Adequate low-cost credit should also be made available to agricultural workers.

Such an ILO standard would represent a step towards the resolution of one of today's bitterest paradoxes. In a world short of food, the men who till the soil are among the poorest on earth.

Technical Co-operation

The agenda included a discussion on "The ILO and Technical Co-operation." This included the role of the ILO in the industrialization of developing countries. To provide a background to the discussion, a report on this topic was prepared for the delegates at the conference.

Programs designed to deal with production problems of developing countries have to be conceived in such a way that the broader human, social and institutional aspects of the labour problems encountered in the modernization and industrialization process may be properly taken into account and resolved, the report says.

Its main themes deal with the ILO's role in helping to advance industrialization in needy countries, and current and future ILO efforts to aid development.

In addition to the discussion, the delegates passed a resolution covering ILO technical co-operation, which was accompanied by a series of conclusions.

Additional Resources

The resolution noted the progress achieved by the ILO in technical co-operation, but it indicated that the situation of developing countries continued to deteriorate in terms of international trade.

It called for greater efforts by member-states to provide additional resources. This would allow the ILO to intensify its technical co-operation activities in three fields: human resources development; conditions of life and work; and social institutions.

The conclusions emphasized that ILO technical co-operation activities should continue to derive from, and ensure progressive application of ILO principles and aims. These aims look to the improvement of conditions of labour leading to social justice and the right of all human beings to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, economic security and equal opportunity.

Among other points, the conclusions underscore the advantages of planning

technical co-operation programs to cover as long periods as possible; and, where circumstances permit, to prepare projects that include a certain number of neighbouring countries with common problems.

Industrialization Needed

The conference also adopted a series of conclusions on industrialization. Industrialization was described as "a process of economic development in which a growing part of the national resources is mobilized to develop a technically up-to-date, diversified, domestic economic structure characterized by a dynamic manufacturing sector having and producing means of production and consumer goods, and capable of assuring a high rate of growth for the economy as a whole, while achieving economic and social progress."

Direct practical assistance through technical co-operation should continue to take first place, the conclusions stressed. It was agreed that the conference itself could make useful contributions if the topic of industrial development were placed on the agenda at regular and more frequent, intervals.

The conference agreed that it was desirable that full use should be made of the opportunities offered by the International Centre for Advanced Technical and Vocational Training at Turin, and that the Centre should be enabled to widen its activities (L.G., April 1966, p. 144).

For many years to come, training in industrial skills would remain an urgent need in developing countries. Consequently, within the framework of its main program in the field of human resources, the ILO should strengthen its contribution in manpower-planning and assessment. This should include the training of managers, supervisors, instructors and the widening of the scope for accelerated training.

C. Wilfred Jenks Named Deputy Director-General

On the proposal of Director-General David A. Morse, consulting officers of the Governing Body agreed to designate Deputy Director-General C. Wilfred Jenks as Principal Deputy Director-General of the International Labour Office for a five-year period.

In this capacity Mr. Jenks will deputize for the Director-General as required, and will take charge of the Office in the absence of the Director-General. He will retain his present functions, which deal with international labour standards and relations.

Mr. Jenks, born in 1909, began his career at the ILO as a member of the Legal Section in 1931, and has served successively as Legal Adviser, Assistant Director-General and Deputy Director-General. He is a Member of the Institute of International Law and is the author of *The Common Law of Mankind*, and other standard works on international law.

UNDP Projects

During the conference, Paul G. Hoffman, Administrator, United Nations Development Program, addressed the Committee on Technical Co-operation and Industrialization, reporting to the delegates on the current position of UNDP projects under the responsibility of the ILO.

Mr. Hoffman emphasized, in particular, the contribution by the developing countries of their own resources to the projects. He said that this was a test of their determination to help themselves.

Two big questions facing the ILO and the UNDP, Mr. Hoffman said, were whether the ILO could expand its services rapidly enough to meet this insistently growing demand, and whether the UNDP could obtain the necessary funds to finance the expanded program needed. Although the first question could be answered in the affirmative, the second remained unanswered, he said.

Mr. Hoffman concluded: "Among the peace builders of this world, the members of ILO occupy a unique place. The major load for training falls on ILO. You are in a key position in this global war on poverty because what you are striking at is poverty of opportunity. None of us should rest too easily until everyone on this globe has an opportunity for a life of decency and dignity."

The conference also adopted a number of Resolutions not directly related to items on its agenda:

- occupational health, occupational diseases in general, and the special measures to be taken for the prevention and control of occupational cancer;
- international co-operation for economic and social development;
- the influence of rapid growth of population on opportunities for training and employment, and on the welfare of workers;
- action by the International Labour Organization for migrant workers;
- condemnation of the racial discrimination in respect of employment, occupation and freedom of association practised by the illegal regime of Southern Rhodesia; and
- the international covenants on human rights and the measures that the ILO should adopt regarding them.

Employment and Unemployment In July

Employment increased by 274,000 to 7,841,000 between June and July, an unusually large increase for the month. The labour force, at 8,125,000, was 338,000, or 4.3 per cent higher than a year earlier. Employment was 298,000, or 4.0 per cent higher than in July, 1966.

Unemployment decreased by 8,000 during the month from 292,000 to 284,000, but was 40,000 higher than a year earlier.

Total unemployment in July represented 3.5 per cent of the labour force, compared with 3.1 per cent in July 1966, and 3.3 per cent in July 1965. The June-to-July increase in the labour force and in the number of employed was related to the number of students entering the labour market at the end of the school term. An estimated 296,000 teenagers entered the labour force during the month; a slightly larger number of persons in this age group found employment.

Employment

Employment, at 7,841,000, increased by 274,000 from June to July. It was higher than a year ago in all regions, ranging from 1.3 per cent in the Prairie region to 5.1 per cent in British Columbia.

At 7,841,000, employment in July showed an increase of 298,000, or 4.0 per cent over July 1966. Agriculture accounted for 76,000 or about 25 per cent of the June-to-July increase; non-farm employment increased by 198,000, a substantially larger gain than usual at this time of year. There were large increases in community, business and personal service (136,000), trade (69,000) and transportation, and communication and other utilities (46,000). Employment on construction was 48,000 lower than a year earlier.

Unemployment

Unemployment, at 284,000, was 8,000 lower than a month ago, and 40,000 higher than in July 1966. Of the total unemployed, 221,000 or about 80 per cent, had been unemployed for less than four months, 30,000 had been unemployed for four to six months, and 33,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions", are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30-days — instead of the previously requested period of 14 days — to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

U.S. rail strike ended through legislation

Within a day of the start of a strike by the International Association of Machinists and five other shopcraft unions against the United States railways on July 17, Congress passed legislation to end the strike and settle the dispute. The bill was substantially the same as one approved earlier by the Senate, but not passed by the House of Representatives.

The strike was the first coast-to-coast railway strike in the United States for 20 years (L.G. 1946, p. 721). Although there was some resistance to the return to work after the two-day stoppage, and some talk from union sources of waiting for a court order before issuing any back-to-work instructions, in general the railways were able to start operating again without serious difficulty.

The bill ending the strike called for an immediate return to work, and then provided for the setting up of another 90-day period for mediation of the wage dispute by a five-man panel. During the first 30 days of this period, intensive mediation was to be conducted in an effort to reach voluntary agreement. During the next 30 days, the panel was to hold hearings to bring about a clearer understanding of the disputed issues, and at the end of this 30-day period it was to make its own recommendations for settlement. The last 30 days were to be used in trying to get the parties to accept the board's recommendations; but if these efforts failed, the recommended terms were to be imposed upon them on the 91st day, to take effect until as late as January 1, 1969.

This was the fourth mediation board that has been engaged in trying to settle the dispute between the shopcraft unions and the railroads. The central issue in the dispute was a demand by the unions for a wage increase of more than the 5 per cent agreed to in negotiations between the railways and most of the other unions involved.

Insurance Registrations And Other UIC Statistics

On May 31, insurance books or contribution cards had been issued to 3,608,342 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 392,343—an increase of 4,228 since April 30, 1967.

During May, 11,530 investigations were conducted by enforcement officers across Canada. Of these, 8,864 were spot-checks of claims to verify the fulfilment of statutory conditions, and 812 were miscellaneous investigations. The remaining 1,854 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 344 cases, 115 against employers and 229 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 759.*

Revenue received by the Unemployment Insurance Fund in May totalled $33,979,-902.35 compared with $31,994,984.24 in April and $33,434,138.52 in May 1966.

Benefits paid in May totalled $37,192,-065.10 compared with $47,262,830.11 in April and $29,991,590.13 in May 1966.

The balance in the Fund on May 31 was $239,723,003.18. On April 30, it was $242,935,165.93 and on May 31, 1966 it was $136,568,600.97.

Winter works program to continue in 1967-68

Continuation of the Municipal Winter Works Incentive Program for the winter of 1967-68 was announced by the Minister of Manpower and Immigration at the end of August.

The program will be the same as last winter's except for two changes: (a) it will be for five consecutive months instead of six, but each province will have the option of choosing whether it is to begin on November 1 or on December 1; and (b) it will apply to capital projects only—that is, purely maintenance work, such as brush-clearing, will not be covered.

The new terms were announced by the Minister after a meeting with the provincial Ministers of Municipal Affairs, at which it was agreed that the federal Government and the provinces would hold a meeting this fall to discuss ways of making the program as effective as possible.

*These do not necessarily relate to the investigations conducted during this period.

Price Indexes

Consumer, July 1967

The consumer price index (1949 = 100) increased 0.9 per cent to 150.2, at the beginning of July, from 148.8 in June. It was 4.1 per cent higher than the July 1966 level of 144.3.

In the current period, all main component indexes, except clothing and tobacco, increased.

The food index increased 2.6 per cent to 148.5 from 144.8. Higher prices were reported for dairy products, including butter, fresh fruits and vegetables, and most meats — particularly grapefruit, grapes, apples, bananas, potatoes, lettuce, tomatoes, most beef cuts, bacon, lamb leg roast and weiners. Decreases were recorded for jam, tea, tea bags, instant and regular coffee, peanut butter, margarine, lard, salad dressing, poultry and eggs.

The housing index rose 0.5 per cent to 151.9 from 151.2 as a result of general increases in rentals, home ownership and home furnishings.

At 132.5, the clothing index was unchanged. Increased prices in women's wear, children's wear and footwear were offset by decreases in the men's wear component.

The transportation index moved up 0.1 per cent to 158.3 from 158.2; higher prices were recorded for gasoline and motor oil in various cities.

The health and personal care index rose 0.4 per cent to 191.5 as a result of the increased costs of prepaid medical care. The recreation and reading index advanced 0.4 per cent to 167.8 from 167.1, reflecting increased prices for radios, console televisions, phonograph records, bicycles and newspapers. The tobacco and alcohol index was unchanged at 128.1

Group indexes a year ago in July were: food 146.0, housing (shelter and household operation) 144.8, clothing 125.2, transportation 151.2, health and personal care 181.0, recreation and reading 159.3, and tobacco and alcohol, 125.1.

City Consumer, July 1967

The consumer price indexes (1949 = 100) advanced in all 10 regional cities between June and July. The increases ranged from 0.9 per cent in Montreal and Edmonton-Calgary to 0.1 per cent in Saint John.

Food indexes moved up in all but one of the 10 cities, a decrease of 0.4 per cent being recorded in St. John's, Nfld. Increases ranged from 0.5 per cent in Saint John, to 2.7 per cent in Montreal. Housing indexes rose in all cities except Saint John which remained unchanged.

Changes in the clothing indexes were lower in three cities, higher in two, and constant in five. Transportation indexes increased in seven cities and declined in three. Movements in the indexes of health and personal care were higher in seven cities, lower in two, and unchanged in one. Recreation and reading indexes declined in four cities and advanced in six. The tobacco and alcohol index was unchanged in all 10 cities.

Regional consumer price index point changes between June and July were: Montreal +1.4 to 149.0; Edmonton-Calgary +1.2 to 140.7; Toronto +1.0 to 151.7; Ottawa +0.9 to 147.9; Winnipeg +0.8 to 145.8; Saskatoon-Regina +0.8 to 140.2; Halifax +0.7 to 141.4; Vancouver +0.6 to 144.1; St. John's* +0.2 to 129.4; Saint John +0.2 to 144.6.

Wholesale, June 1967

The general wholesale index (1935-39 = 100) moved up 0.2 per cent in June to 263.6 from the May index of 263.2 and was 1.5 per cent higher than the June 1966 index of 259.8. Six major group indexes were higher, while two declined.

The animal products group index rose 0.6 per cent to 295.1 from 293.2 on higher prices for fresh and cured meats, and livestock. The non-metallic minerals products group index rose 0.4 per cent to 198.6 from 197.8. In response to price increases for drugs and pharmaceuticals, and paint materials, the chemical products group index moved 0.4 per cent higher to 210.9 from 209.9.

The vegetable products group index advanced 0.3 per cent to 232.4 from 231.8 on price increases for sugar and its products, vegetable oils and their products, and potatoes; slight increases occurred in two major group indexes, textile products to 253.1 from 252.8, and non-ferrous metals products to 236.0 from 235.9.

Decreases of 0.2 per cent or less occurred in the following two major groups: wood products, 343.9 from 344.6, and iron products, 272.5 from 272.8.

*On base June 1951 = 100

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) increased 0.3 per cent to 250.5 from 249.8 in the three-week-period June 30 to July 21. The field products index moved up 1.6 per cent to 176.0 from 173.3 and the animal products index decreased 0.4 per cent to 325.1 from 326.3.

U.S. Consumer, June 1967

The United States consumer price index (1957-59 = 100) rose by 0.3 per cent between May and June. The index in June was 116.0 and for May it was 115.7.

Food prices accounted for the largest increase, rising 1.1 per cent. The over-all consumer prices were 2.7 per cent above those of a year ago.

British Retail, June 1967

The British index of retail prices (Jan. 16, 1962 = 100) was 119.9 at June 20, 1967, compared with 119.4 at May 16 and 117.1 at June 21, 1966.

Reduction in the prices of tomatoes and onions were offset by increases in the prices of most fresh vegetables and apples. The index for the food group as a whole rose by nearly 1.5 per cent to 121.8, compared with 120.1 in May.

In the remaining nine groups there was little change in the general level of prices.

Food Technology: A New Career for Women

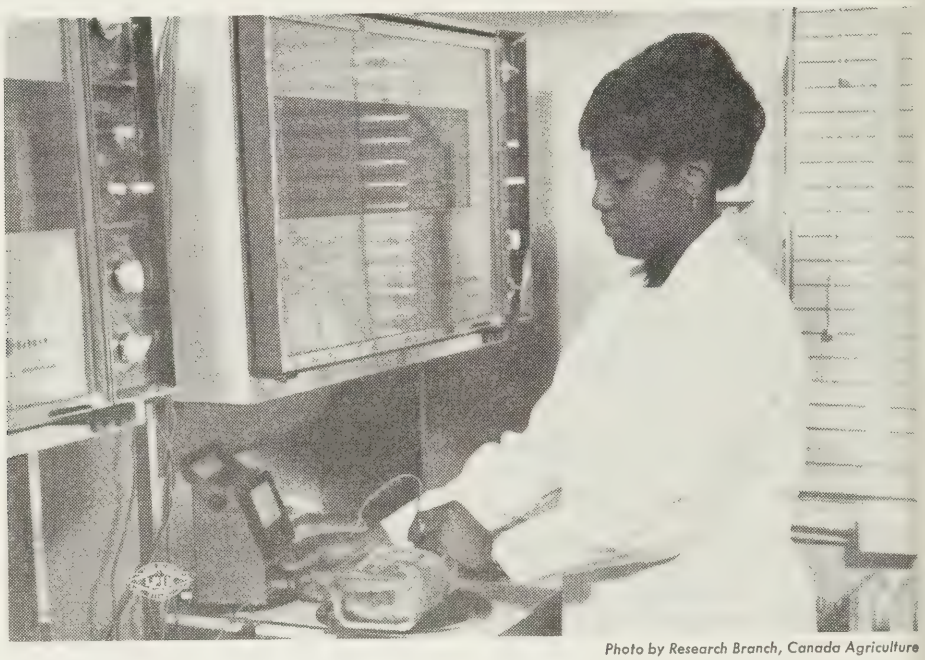


Photo by Research Branch, Canada Agriculture

Research trainee from Jamaica measuring tenderness of meat

Women's Bureau

"Food science and technology may be defined as the application of modern science and engineering to the processing, handling and storage of foods."*

It is important to understand that the food technologist is neither a home economist nor a dietitian, but something of both with a great deal of scientific objectivity added. Food scientists and food technologists will continue to improve the quality of foods, to develop new foods and sources of food, and to make both food and technology available to the hungry people of the world.

It is the food scientist and food technologist who process, preserve and develop new food from raw products. This work may be done in the laboratories of academic and government institutions (e.g. The Food Research Institutes of the Federal Department of Agriculture and National Research Council) and in industrial research laboratories.

One of the largest firms in the food industry has two research centres in Canada, the larger and newer being at Cobourg, Ont., and the other at Montreal. Between them, the two laboratories employ 50 food technologists, men and women.

The laboratory equipment ranges from ordinary pots, pans and kitchen mixers to the most modern of atomic absorption spectrophotometers and micro-wave ovens. With this equipment, technologists carry out a variety of research projects: microbiological experiments, analytical work, and pilot plant testing of new products and equipment.

Who has not at some time wondered from where and how we get the dried soups, instant potatoes, cake mixes and many of the other articles that are constantly fighting for space on food-market shelves? These are the miracles of food science. The supermarket of twenty years ago carried some 1000 food items. Today the number is 8000 — with 12,000 predicted for 1970.

The demand for food technologists in both government and industrial fields far exceeds the supply. Just recently, General Foods instituted a scholarship program to promote interest in food science careers. These include three undergraduate scholarships of $2000 each and four of $1000, open to men and women. (Eight Canadian Universities now offer degree courses in food science, and three technological institutes have shorter diploma courses in food technology.)*

Several categories of workers are found in these laboratories, and they are listed here in descending order of job responsibility, capability and training. In the top echelon are the trained university graduates. These men and women may be properly termed the scientists, as they must possess specialized knowledge of a number of disciplines — nutrition, chemistry, physics, microbiology and often engineering technology. And they, too, are the people who initiate, plan and coordinate specific research projects.

Below the scientist in rank, but acting as vital intermediaries between top management and plant personnel are:

- senior research technologists;
- research technologists;
- technicians; and
- laboratory assistants. Remuneration in all cases is comparable with that in other types of scientific work.

Promotion and up-grading of responsibility is encouraged in three ways:

- on-the-job training;
- seminars for all groups of workers;
- extra-mural studies are subsidized, and frequently the total cost of tuition is paid.

One large industrial organization emphasizes as part of its policy equal pay for men and women, and equal opportunity as regards employment and promotion. The Vice-President of General Foods Corporation is a woman, Miss Ellen Dunham; and two high executive posts in the same firm, those of manager of General Foods testing kitchens, and assistant manager of the quality control section are both held by women.

*Dr. D. M. Irvine, *Canadian Food Industries*, May 1967.

*Universities of British Columbia, Alberta, Saskatchewan, Manitoba, Laval, Guelph and Macdonald offer a 4-year (B.Sc.) food science course. B.C. Institute of Technology, Ste. Hyacinthe and Ryerson Institute offer diploma courses in food technology.

Growth in Rehabilitation Services, 1966-67

The provinces report that 3,159 persons reached rehabilitation status in 1966-67. The total reported since 1957 is now 19,692.

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

The number of persons reported by provincial authorities to have reached "rehabilitation status" during 1966-67 totals 2,687, an increase of nearly 10 per cent over the previous year. This means that since 1957, when reporting first began, 19,240 persons have been enabled to return to work or to undertake their own care rather than require the services of another person.

When the details are obtainable, provincial rehabilitation authorities submit reports regularly on those cases which have required the specialized services of rehabilitation, and which have been followed for a suitable length of time to assure that their rehabilitation has been maintained. The reports do not include the considerable number of disabled persons who were placed in employment by counsellors of the Canada Manpower Centres, by other services, or by their own efforts, and who were not referred for special services under the rehabilitation program.

Of the 2,687 persons reported as rehabilitated in 1966-67 more than 72 per cent were dependent on relatives or public assistance. There were 2,907 dependents involved. The annual cost of maintenance was estimated to be approximately $2,000,000.

After rehabilitation, the estimated total annual income for the group was approximately $7,000,000. The contribution of the housewives or family home-makers is in addition to this.

Many Had No Work Record

Before their acceptance for rehabilitation service, approximately 1,000 of these persons had no previous work record, about 16 per cent had been employed as unskilled workers, nearly 7 per cent in semi-skilled occupations and over 7 per cent as skilled workmen. One hundred and forty-nine were engaged in agriculture, fishing or forestry.

Service occupations gave employment to 12 per cent with an equal number engaged in sales and clerical work and 3 per cent in the professional or managerial field. Wives and home-makers made up the remainder. A small number did not report their previous occupation.

With rehabilitation complete, the reports indicate that 7 per cent are now employed in the professional or managerial field, 20 per cent in sales and clerical work, slightly more in service occupations, 4 per cent in agriculture, fishing or forestry, 10 per cent as skilled, about 12 per cent as semi-skilled and about 20 per cent as unskilled workers. One hundred and seventy-five are housewives or family home-makers. Eighty were not able to undertake employment, but were able to dispense with help and look after themselves.

Educational Standing

A study of the educational qualifications of the group shows that almost half had not gone beyond elementary school, and of these, 424 had achieved only grade four or less. Although 1,500 had had some high school education, only 429 of them had passed matriculation, and 107 had then gone on to receive some university training.

Comparison of Disability Groups

	1957-58	*1966-67*
Amputations	6	5
Neuro-muscular skeletal impairments	19	24
Deaf and hearing impairments	3	6
Blind and visual impairments	18	6
Neurological impairments	14	4
Tuberculosis and respiratory disorders	27	5
Cardio-vascular diseases	3	4
Neuro-psychiatric disorders	5	36
Other conditions	5	10

Of the group, 559 had received some form of vocational training, 169 were in commercial work, 613 in trades training and 87 in service occupations. Fifty-seven had professional training, 43 had technical training and 40 had gone on to take some form of academic work.

In carrying out their rehabilitation, 155 members of the group received further academic training and 59 received training in a professional field. Fifty-seven were given training in a technical field, 366 in commercial work, 333 in trades and 589 in service occupations. Sixty-four received training but failed to specify the type.

In addition to vocational training, many received medical, social and vocational assessment and counselling. A variety of treatment services were provided to almost 60 per cent of the group, and prosthetic appliances and devices were secured for 491. The tools and equipment required to carry on their new trade or occupation were provided for 38 persons.

Age Distribution

The age distribution of those rehabilitated extends from youth to old age. Over 50 per cent were under 30 years of age, many of them new entrants into the labour market. It is interesting to note that just over 30 per cent of those rehabilitated were over 40 years of age, with more than half of them in the 40-49 age group. Women comprise just over one-third of the total.

These 2,687 persons suffered from a variety of disabling conditions. A comparison with statistics for 1957 shows an interesting shift in the percentage of each group served, and reflects the increasing attention that is being given to persons suffering from mental and emotional disorders.

It is estimated that the 19,242 persons rehabilitated since 1957 are now earning approximately $39,000,000 per year, with an accumulated total for the ten-year period of $183,000,000. This is in contrast to the annual cost of support for these individuals of about $13,000,000, with an accumulated cost for the period of approximately $66,000,000.

Better Service, a Move and a Charitable Act

Labour-Management Consultation Branch

In St. Vital, Man., labour and management of the city's Public Works Department plot together to give ratepayers improved service.

The eight-member labour-management committee serves as a strategy board for weighing the value of and often putting into action new ideas for the department, which services a city of 30,000 in greater metropolitan Winnipeg.

"We (management) lay our plans on the table and the people on the labour side come up with valuable suggestions which often alter our plans," explains Anthony Cliteur, director of public works.

The committee will discuss a proposal before it is tested, on an experimental basis. After a trial period, the proposal is brought back to the committee where it is either adopted, refined or discontinued.

An example is an experiment last winter to increase the efficiency of the snow-plowing fleet. The idea originated in a conversation between a group of garage mechanics and Mr. Cliteur, who brought it to the next committee meeting. The committee refined the idea and approved it for a trial period. As it turned out, when the committee assessed the results of the experiment, one part of the plan was dropped and second adopted.

St. Vital Alderman Syd McMurray reflects city hall's attitude toward the committee. "The city appreciates anything the committee asks for," he says.

Mr. Cliteur finds the committee a good place to get management to try out new ideas. Unionists are encouraged "to make suggestions they might otherwise not consider discussing with management. As long as we're talking, we get to know each other's viewpoint," he says.

Committee member Louis Maurice, garage mechanic and Vice-President of Local 500, Canadian Union of Public Employees, CLC, has worked for the municipality for 16 years. He is a strong supporter of the committee.

"It's helping both sides and the municipality as well," says Mr. Maurice. "We're able to thrash out our problems, and I've found that management tries out many of the suggestions we bring to the meetings."

The department's 50 employees are represented by Local 500.

* * *

Prior consultation with employees helped National Grocers Co. Ltd. to consolidate two Niagara peninsula warehouses into one operation.

The company brought its employees into the picture three months before closing the two warehouses in favour of a new $1 million, computerized building on the outskirts of Niagara Falls.

Employees of the soon-to-be-abandoned St. Catherines warehouse (25 miles from Niagara Falls) met with Niagara Falls Branch Manager D. A. Matthews three months before the scheduled move. "We cleared away a lot of doubts," Mr. Matthews recalls. "We explained that jobs would be available in the new warehouse."

All but a few of the St. Catherines workers accepted jobs at the new site, which now employs 94 people.

Jake Unrau, chief steward, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America—(Ind.), is one of those who made the move from St. Catherines. He claims that meetings with management have kept the employees aware of future company plans, and helped them adjust to the new work situation.

* * *

An employee of Rolls-Royce Canada Ltd., Montreal, has been able to continue working despite costly medical treatment, thanks to a good turn by fellow-employees.

Two years ago, doctors told Al Glover, a stores department employee with Rolls-Royce for 11 years, that he was suffering from kidney failure. The ailment necessitated costly and time consuming appointments at a downtown Montreal hospital to have Mr. Glover's blood cleansed by an artificial kidney machine. Mr. Glover's work schedule was disrupted, and he found that the treatment routine was eating into the family life he enjoyed with his wife and three children.

At this point, Rolls-Royce's joint labour-management committee stepped in. It supervised a fund-raising campaign that Mr. Glover could have his own home-installed, artificial-kidney equipment. In two days of canvassing, most of the 800 employees in the plant contributed. The committee raised $8,500—donations averaged $12—and the company added $3,000, thereby enabling Mr. Glover to buy a kidney machine, and to live a normal, useful life. Because of the machine, Mr. Glover is back at work full time.

The shop committee of Local 869, International Association of Machinists and Aerospace Workers, canvassed its members in the plant. Nine out of 10 contributed

"With the equipment now installed in the Al Glover household, a highly difficult and serious situation has been resolved, thanks to the altruistic attitude of many who have worked with Al," comments the *Rolls-Royce News*.

Employment Problems of Older Workers

Part II

This is the concluding half of a two-part article, the first half of which was published in our September issue.

Older Workers' Section
Department of Manpower
and Immigration

Job redesign — or, roughly speaking, adapting the job to the worker — is examined in great detail in an Organization for Economic Co-operation and Development report by Stephen Griew.

Surprising results can sometimes be obtained with comparatively minor modifications, he points out. One firm, for example, bolted all its smaller centre lathes to the walls of the machine shop instead of to the floor. Older machinists immediately started to suffer far less from backache, and the former labour turnover virtually disappeared.

For management, too, job redesign has obvious advantages over the alternative of moving workers. It obviates difficulties likely to be met in filling skilled jobs, as well as avoiding frustration among older workers who are almost bound to feel they have been demoted. Redesigning jobs to suit older workers, moreover, will obviously reduce the strain on all workers, with consequent improved efficiency.

Training Methods

The report on training methods presents a comprehensive survey of current scientific knowledge on changes in human activities with advancing age, particularly in regard to learning ability and the power of adaptation. Its conclusions reflect the growing evidence that learning and training are possible even in the higher age groups, provided that the necessary conditions are established.

Finally, the report on placement techniques provides an extremely useful review of methods employed in OECD countries. It makes a number of practical suggestions for improving the value of employment services to older workers, and does not hesitate to criticize shortcomings in those services in a number of countries.

The OECD recommendations are addressed in the first place to member governments who are advised to consider measures seeking to prevent older workers from being forced into unemployment, less remunerative employment and premature retirement, and to extend their opportunities for productive employment. Such measures will naturally be of most interest to countries with relatively full employment. Countries less fortunately placed, however, could consider whether, in order to make the best use of the whole labour force, they might not extend the training of younger people and provide more leisure for all, rather than enforce or encourage retirement of older men and women able and willing to work.

General programs for health, education and vocational training should be available to workers of all ages to promote mental and physical adaptability to changing job requirements and social needs. Some older workers, however, have social and psychological problems that call for specialized vocational rehabilitation programs, in addition to special health, social, consulting, and educational services.

What Kind of Service?

A comprehensive and efficient employment service is essential for dealing effectively with hard-to-place cases. It should provide interviewing, consulting and testing facilities, together with placement procedures to ensure that the abilities of older workers are brought to the attention of management. Advisory services should be available for management, too, on such matters as job redesign, arrangement of work schedules, training of older workers, and methods of overcoming institutional and insurance barriers to their employment. The training methods employed should be adapted to the needs of older persons. Where jobs are not immediately available, multi-occupational training may be very useful.

Employers should be discouraged from imposing general maximum age limits in engaging new employees. They should be encouraged to consider older applicants on their individual merits. Some countries have even adopted legislation against discrimination of the basis of age (L. G., Oct. 1966, p. 599).

Pension systems should, wherever possible, allow for flexible retirement from work, and facilitate greater personal choice as to age of retirement.

Special job development programs should be considered, both in the public services and in private industry, to open up job opportunities suited to the abilities of older workers. Shorter daily and weekly work schedules are sometimes appropriate for people nearing retirement.

Individual enterprises should promote the continued utilization of their older employees through personnel policies which minimize redundancy by internal job transfers, job redesign and training techniques adapted for older workers. Institutional policies and insurance rules that limit the employment of older workers should be modified without impairing the value of these benefits to all employees.

Research into the capacities, performance and methods of extending the productive employment of older workers should be encouraged; and its findings should be presented by governments, employers' and workers' organizations and experts, in forms easily understandable to those expected to implement them.

The OECD committee recognized that developing countries with persistent unemployment or under-employment would need to make a further examination of how to apply such policies. But it is no exaggeration to state that the committee's recommendations constitute a veritable older workers' charter. It is now up to the trade unions in the member countries to ensure that it is applied without delay.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for five days during July. It granted five applications for certification, rejected seven, and ordered one representation vote. During the month, the Board received four applications for certification and one application for revocation of certification. The Board allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. *Syndicat National des Employés de Bureau du Port de Montréal* (*CSN*) (National Syndicate of the Port of Montreal Office Employees (CNTU), on behalf of a unit of office and certain other employees employed by the National Harbours Board at the Montreal Harbour. The Public Service Alliance of Canada had intervened (L.G., Apr., p. 247).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators on a self-dumping log barge operated by Island Tug & Barge Limited, Vancouver, B.C. International Woodworkers of America, Local 1-85, had intervened (L.G., July, p. 416).

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers and other employees of Northern Distributing & Warehousing Ltd., Saskatoon, Sask. (L. G., Aug., p. 497).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators on a self-dumping log barge operated by RivTow Marine Ltd., Vancouver, B.C. (L.G., Aug., p. 497).

5. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Truck Drivers' and Helpers' Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Tiger Transfer Ltd., Calgary, Alta. (L.G., Aug., p. 497).

Applications for Certification Rejected

1. Transport Drivers', Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Transol Inc., Quebec, Que., respondent (Royal Mail), and Michel Bernier, *et al.;* interveners (L.G., Sept., p. 579). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

2. National Association of Broadcast Employees and Technicians, applicant, and Radio 1540 Limited, Toronto, Ont., respondent (Radio Station CHIN) (L.G., Sept., p. 579). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

3. International Longshoremen's Association, applicant, and Eastern Canada Stevedoring Limited, Montreal, Que., respondent (L.G., July, p. 416). The application was rejected because it did not comply with the provisions of the Industrial Relations and Disputes Investigation Act and the Board's Rules of Procedure.

4. International Longshoremen's Association, applicant, and Brown & Ryan Limited, Montreal, Que., respondent (L.G., July, p. 416). The application was rejected because it did not comply with the provisions of the Industrial Relations and Disputes Investigation Act and the Board's Rules of Procedure.

5. Letter Carriers' Union of Canada, applicant, and J. Dykes, Mail Contractor, Winnipeg, Man., respondent (L.G., July, p. 416). The application was rejected because the constitution of the Letter Carriers' Union of Canada does not permit the employees affected to be members of that union.

6. Letter Carriers' Union of Canada, applicant, and Jessiman Bros. Cartage Ltd., St. James, Man., respondent (L.G., July, p. 416). The application was rejected because the constitution of the Letter Carriers' Union of Canada does not permit the employees affected to be members of that union.

7. *Syndicat général du cinéma et de la télévision* (*CSN*), applicant, Canadian Broadcasting Corporation, respondent (TV Production Centres, Montreal and Quebec City) (L.G., Apr., p. 246), Canadian Union of Public Employees, intervener, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, and Association of Radio and Television Employees of Canada, intervener.

In rejecting the application, the Board stated, *inter alia*, that it affirms that, in dealing with an application for certification embodying a proposal that involves the fragmentation of an existing system-wide bargaining unit, convincing grounds be put forward in support thereof. The Board points out also that, in the proceedings in the present application, although new evidence has been brought forward to indicate changed circumstances since the time of the prior application by this applicant, the Board is of the opinion that this new evidence is not at this time sufficiently decisive to warrant the fragmentation of the existing system-wide unit in the present circumstances. (See Other Revocation Proceedings, below).

Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, Bushnell TV Co. Limited, Ottawa, Ont., respondent (CJOH-TV, Ottawa and CJSS-TV, Cornwall) (L.G., June, p. 364), James Wright, *et al.*, interveners, and Paul W. Kudla, *et al.*, interveners. The Board directed that only the name of the applicant appear on the ballot (Returning Officer: A. F. Tulloch).

Applications for Certification Received

1. Seafarers' International Union of Canada on behalf of a unit of deckhands and cooks employed aboard the M. V.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Canadian Tide and M. V. *Min Tide* by Pacific Tidewater Marine Ltd., Port Alberni, B.C. (Investigating Officer: D. H. Cameron).

2. Federation of Telephone Workers of British Columbia on behalf of a unit of employees of Canadian Telephone and Supplies Limited, Burnaby, B.C. (Investigating Officer: D. H. Cameron).

3. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed on its Canadian Division by the Chesapeake & Ohio Railway Company, St. Thomas, Ont. (Investigating Officer: H. A. Fisher).

4. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by J. E. Fortin Transport, Inc., Blackpool, Que. (Investigating Officer: G. R. Doucet).

Application for Revocation Received

Martel Express Ltée., Farnham, Que., applicant, and Transport Drivers', Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application is for the revocation of the Board's Order of July 4, 1966, certifying the respondent union as bargaining agent for a unit of drivers, helpers and mechanics employed by the applicant company. (L.G., Sept. 1966, p. 521).

Other Revocation Proceedings

Proceedings affecting the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, respondent, and the Canadian Broadcasting Corporation, respondent, involving the Order of certification issued by the Board to the said International Alliance under date of August 6, 1953, certifying it as the bargaining agent for a unit of employees of the Canadian Broadcasting Corporation comprising production employees in various centres.

The revocation proceedings followed the Board's decision, issued on July 21, 1967, rejecting an application for certification affecting the *Syndicat général du cinéma et de la télévision* (*CSN*), applicant, Canadian Broadcasting Corporation, respondent (TV Production Centres, Montreal and Quebec City), Canadian Union of Public Employees, intervener, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, and Association of Radio and Television Employees of Canada, intervener.

In deciding the aforesaid application for certification, the Board stated, *inter alia*, that the evidence which has been adduced at the hearing in this case, coupled with the result of the vote taken in the application for certification made earlier by the Canadian Union of Public Employees for employees in the entire unit of employees of the Canadian Broadcasting Corporation comprised of so-called IATSE classifications, satisfies the Board that the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada no longer enjoys the support of a majority of the employees in the certified bargaining unit, and that, in the circumstances, the Board has decided to review the initial Order of certification issued to the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada on August 6, 1953, with a view to the revocation thereof; and further, that the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada be given an opportunity to show cause, if it wishes to do so, why an Order of revocation should not be made (See also Item 7, Applications for Certification Rejected, above.)

Application for Certification Withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, and MacCosham Storage and Distributing Company (Saskatchewan) Limited, Saskatoon, Sask., respondent (L.G., Sept., p. 581).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations. P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and the Association of Flin Flon Trade Unions (Conciliation Officer: A. E. Koppel).

2. Canadian Broadcasting Corporation, Montreal, P.Q., and *Le Syndicat Général du Cinéma et de la Télévision* (Conciliation Officer: R. L. Fournier).

3. Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (Conciliation Officer: W. J. Gillies).

4. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

5. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

6. Porter Shipping Limited, Toronto, Ont., and Canadian Marine Officers' Union (Conciliation Officer: T. B. McRae).

7. Eastern Canada Flour Mills Ltd., Montreal, P.Q., and *Le Syndicat National des Employés des Minoteries Phénix* (*CSN*) (Conciliation Officer: C. E. Poirier).

8. Western Ontario Broadcasting Company Limited, Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. Cape Breton Broadcasters Limited (Radio Stations CJCB and CJCX, Sydney, N.S.) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L. G., Sept., p. 581).

2. National Harbours Board, Port of Saint John, N.B., and National Harbours Board Employees' Federal Union No. 24 of Saint John (Conciliation Officer: H. R. Pettigrove) (L. G., Sept., p. 581).

3. North American Elevators Limited, Sorel, P.Q., and *Le Syndicat Catholique et National des Débardeurs de Sorel Inc.* (*CSN*) (Conciliation Officer: C. E. Poirier) (L. G., Aug., p. 498).

4. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 417).

5. B.C. Towboat Owners' Association, and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 417).

6. Clarke Steamship Company Limited; Eastern Canada Stevedoring (1963) Limited; Agence Maritime Inc.; Sept-Iles, and Local 5197, United Steelworkers of America (Conciliation Officer: G. R. Doucet) (L.G., Aug., p. 498).

Conciliation Boards Appointed

1. E.M.I.-Cossor Electronics Ltd., St. John's, Nfld., and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 498).

2. Consolidated Aviation Fueling of Toronto International Airport, and Lodge 717, International Association of Machinists and Aerospace Workers (L.G., Sept., p. 581).

3. Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and United Steelworkers of America (L.G., Sept., p. 581).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between Canada Coach Lines Ltd., Hamilton, Ont., and Amalgamated Transit Union, Division 107 (L.G., Sept., p. 589) was fully constituted in July with the appointment of F. J. Ainsborough, Toronto, as Chairman. Mr. Ainsborough was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee C. A. Morley and union nominee L. C. Arnold, both of Toronto.

Board Reports Received*

1. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Lodge 764, International Association of Machinists and Aerospace Workers (L.G., Aug., p. 498).

2. Canadian Lake Carriers' Negotiating Committee (26 companies) and Seafarers' International Union of Canada (L.G., Aug., p. 498).

3. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L.G., Aug., p. 508).

4. Canadian National Railways (Borden Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L.G., July, p. 417).

5. National Harbours Board, and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., May, p. 310).

Settlement After Board Procedure

Atomic Energy of Canada Limited, Pinawa, Man., and Lodge 608, International Association of Machinists and Aerospace Workers (L.G., Aug., p. 498).

Settlement During Board Procedure

National Harbours Board, and National Syndicate of Employees of the Port of Montreal (CNTU) (see above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*The texts of reports of Conciliation Boards are published in a LABOUR GAZETTE supplement.

Legal Decisions Affecting Labour

The Manitoba Court of Appeal has confirmed the jurisdiction of the Court to review the award of a non-statutory arbitration board under a collective agreement by originating a motion under the Queen's Bench Act.

The Ontario Court of Appeal has ruled that the arbitration board had jurisdiction to substitute suspension for dismissal of workers for a breach of the collective agreement.

Legislation Branch

On March 22, 1967 the Manitoba Court of Appeal confirmed that, when the relations between the employer and the union are governed by the federal Industrial Relations and Disputes Investigation Act, and the award of an arbitration board under the collective agreement cannot be challenged in *certiorari* proceedings, such an award is subject to review by the court by originating a motion under the Queen's Bench Act and Q.B.R. 537. The Court, however, by a majority decision allowed the appeal from the decision of Mr. Justice Dickson (L.G., July 1967, p. 418) and quashed the arbitration award on the ground that the arbitration board, by preventing the integration of the company's retirement pension plan with the Canada Pension Plan, amended, in fact, the terms of the collective agreement and thus exceeded its jurisdiction.

Circumstances of Dispute

Mr. Justice Guy, rendering the majority decision, reviewed the circumstances of the dispute. Hudson Bay Mining and Smelting Co. Ltd. had a collective agreement with Flin Flon Base Metal Workers' Federal Union No. 172 (and other unions) which also dealt with welfare plans. The company decided to integrate its retirement pension plan with the Canada Pension Plan. The union thought that, under the terms of the collective agreement, the two plans should be stacked.

Provisions of the Collective Agreement

The source of controversy between the parties was the interpretation of Article XIV of the collective agreement, which reads as follows:

> Article XIV. Welfare Plans. The Company agrees to continue, in accordance with the terms of the present agreements, its support of the welfare plans now available to the employees, namely: Apprentice Plan, Vacations-with-Pay Plan, Group Life Insurance, Retirement Pension Plan, Non-occupational Accident and Sickness Benefit Plan, Hudson Bay Mining Employees' Health Association, Hudson Bay Mining Employees' Death Benefit Plan.

The unions argued that the words "to continue . . . its support of the welfare plans" meant "to continue without change." The company, however, drew attention to the welfare plans as outlined in a booklet and, in particular, referred to the section dealing with the retirement pension plan, which reads as follows:

> (a) The company shall administer the Plan and have the power to decide all matters with respect thereto, insofar as there is no conflict with the rules, regulations and practices of the Canadian Government Annuities Branch and the North American Life Assurance Company.
>
> (b) The company reserves the right to change or discontinue the Plan at any time if, in the sole opinion of the Company, conditions require. In the event of it being necessary to discontinue the Plan, contributions deposited up to such time by both employee and Company shall vest solely with the employees.

The company maintained that the "present agreements," mentioned above, have not been violated by the proposal to integrate the company plan with the Canada Pension Plan.

Arbitration Award

In due course, the dispute was submitted to an arbitration board, pursuant to Art. XXIII of the collective bargaining agreements, and the majority of that board decided that by proposing to integrate the pension schemes rather than stack them, the company was not abiding by the terms of the collective agreement.

Sec. 3 of Art. XXIII of the collective agreement that was relevant to the dispute at bar, reads:

> The decision of a majority of the arbitration board shall be in writing and delivered to the parties hereto. It shall be final and binding upon the parties hereto, subject to the condition that the decision shall not, without the consent and approval of the parties hereto, rescind or amend any of the terms or conditions of this collective bargaining agreement, but shall be in general accord with the scope and terms thereof.

The company challenged the award on the ground that the majority of the arbitration board disregarded the words of Sec. 3 — namely, "subject to the condition that the decision shall not, without the consent and approval of the parties hereto, rescind or amend any of the terms or conditions of this collective bargaining agreement, but shall be in general accord with the scope and terms thereof." In the view of the company, these words have to be constructed strictly, and the arbitrators should not, in their decision, make a new agreement between the parties by amending or rescinding the original agreement. The company contended further that the effect of the majority decision was to make a new agreement between the parties, and this exceeded the jurisdiction given to the arbitrators.

Court Action

The alleged excess of jurisdiction was the basis of the company's application before Mr. Justice Dickson (L.G., July- p. 418) who rejected the company's argu, ments and upheld the arbitration award on the ground that the task of the arbitra-

tors was to interpret Art. XIV of the collective agreement, and said that, in his view, the interpretation given by the board was one that the language of Art. XIV might reasonably bear. The decision of Mr. Justice Dickson was appealed by the company.

Excess of Jurisdiction

In the Court of Appeal, the issue to be decided was whether the majority of the arbitration board exceeded its jurisdiction by, in fact, amending the contract between the parties. Mr. Justice Guy (with whom Mr. Justice Monnin concurred) held that the board of arbitration did in fact amend the contract between the parties, and in doing so, exceeded its jurisdiction. He stated that, when the collective bargaining agreement and the booklet outlining the welfare plans are read together (as they must be to determine the real *consensus ad idem* between the parties), it is abundantly clear that the signatories to the collective agreement were fully aware of the fact that the welfare plans would have to be adjusted from time to time as conditions demanded. Then, Mr. Justice Guy added:

> Viewed in this light, it is apparent to me that when the new agreement became effective in 1965, the words above, 'The Company agrees to continue in accordance with the terms of the present agreements, its support of the welfare plans now available to the employees', did not in any way limit that support to the exact formulae which had been previously followed, but simply provided that the support of any particular welfare plan would not be withdrawn. As I have indicated, the proposed integration of the pension welfare plan with the new Canada Pension Plan is certainly contemplated by the parties to the dispute.

Mr. Justice Guy agreed with the trial judge that the award of a nonstatutory arbitration board could be brought for judicial review on notice of motion under the Manitoba Queen's Bench Act and Q.B.R. 537.

Appeal Allowed

The Court, by a majority decision (Mr. Justice Freedman dissenting), allowed the appeal, and quashed the award of the majority of the board of arbitration on the ground of excess of jurisdiction. *Hudson Bay Mining and Smelting Co. Limited v. Flin Flon Base Metal Workers' Federation Union 172 et al* (1967) 59 WWR, Part 8, p. 472; (1967) 61 D.L.R. (2nd) Part 5, p. 429; 67 CLLC para. 14,027.

ONTARIO COURT OF APPEAL

On March 13, 1967 the Ontario Court of Appeal, by a majority decision in allowing an appeal from a decision that quashed an artibration award on *certiorari*, stressed that the common law rights of employers to hire and discharge at will were replaced under the collective bargaining system by the employment security provisions of a collective agreement, and that the employer's freedom to discipline or discharge an employee was limited to "proper cause." A dissatisfied employee had a recourse to grievance procedure culminating in arbitration. The court held that it was for the arbitration board to decide whether the discharge was for a "proper cause," and that it was within the board's jurisdiction to substitute suspension for discharge as a proper punishment for breach of a collective agreement.

Circumstances of Dispute

Port Arthur Shipbuilding Company discharged three employees on the ground that they had absented themselves from their work for the company in order to take employment with another employer. Two of the employees falsely used sickness as an excuse and worked for three successive night shifts for other firms before returning to their jobs as welders with the company. The third employee took a week off without pay and spent the five working days in the employ of another firm. Art. 11.03 of the collective agreement expressly states that "leave of absence shall not be granted to any employee for the purpose of engaging in employment elsewhere or to engage in his own business."

All of the employees involved were aware that they had been absent in breach of the collective agreement. Two of the employees concerned had 15 years, and the third one 24 years seniority with the company. The company discharged all three of them, relying on article 3.01 of the collective agreement, which recognized its authority to "demote, suspend and discharge for proper cause any employee." The discharge of employees was submitted through grievance procedure to an arbitration board. The decision of the board, substituting suspension for dismissal of the employees concerned, was quashed on *certiorari* by Mr. Justice Brooke, whose ruling was appealed by the union.

Management Rights, Grievance Procedure

In the Court of Appeal, Mr. Justice Laskin referred to the provisions of the collective agreement regarding the rights of management, grievance procedure and arbitration. The relevant clauses read:

> The Union recognizes the Management's authority to manage the affairs of the Company, to direct its working forces, including the right to hire, transfer, promote, demote, suspend and discharge for proper cause any Employee, and to increase, or decrease the working force of the Company, provided that the Company shall not exercise these rights in a manner inconsistent with the terms of this Agreement.
>
> An employee affected by the exercising of this authority, who feels that he has cause for dissatisfaction, may have the complaint dealt with in accordance with the "Grievance Procedure."
>
> The Board of Arbitration shall hear and determine the grievance and then shall issue a decision, and the decision shall be final and binding upon the parties and upon any person affected by it. The decision of the majority shall be the decision of the Board of Arbitration, but if there is no majority, the decision of the Chairman shall govern.
>
> The Board of Arbitration shall not alter, modify, amend or make any decision inconsistent with the terms of this agreement.

Mr. Justice Laskin held that, under the provisions quoted above, the company does not have complete freedom to discipline or discharge; it is limited to "proper cause"; and a dissatisfied employee whom the company has discharged for what it deems to be proper cause is entitled to challenge the company's judgment through grievance machinery culmating in final and binding arbitration.

Scope of Arbitration

Mr. Justice Laskin stated that the key question in the case at bar concerned the scope of the arbitration board's powers in dealing with the union's contention that the company's action did not constitute discharge for proper cause. According to Mr. Justice Laskin, the arbitration board had first to decide whether the facts on which the discharges were founded were true; and second, whether those facts constituted proper cause for discharge. Further, Mr. Justice Laskin rejected the contention that the company's judgment that the neglect of duty in breach of collective agreement by the employees concerned merited discharge was beyond review of the arbitration board. Such assertion would, in his view, empty an arbitration board's function in discharge cases of any substance once misconduct was proved. He added that the collective agreement clearly made "proper cause" an arbitrable issue.

The arbitration board reviewed the circumstances surrounding the unauthorized absences of the three employees to go to work for other employers, and their employment record with the company, and reached the conclusion that proper cause for discharge was not made out. The

Board ordered reinstatement of the employees, and substituted temporary suspension for dismissal as a proper punishment for breach of the collective agreement.

Certiorari to Quash the Award

The arbitration award was challenged on *certiorari* and quashed by Mr. Justice Brooke on three grounds. First, he found an error in law in the use by the arbitration board of the words "just cause" when the collective agreement used the expression "proper cause"; this, in his view was contrary to the provision of the collective agreement against making any decision inconsistent with the terms of the collective agreement. Second, Mr. Justice Brooke found that the arbitration board was wrong in law in assessing proper cause by reference to "equitable considerations." This argument was developed before the Court of Appeal through assertions that the strict common law positions of dismissal for cause as between master and servant must be taken, and that factors such as an employee's previous good record and length of service were irrelevant. Third, the trial judge found an excess of jurisdiction in the substitution by the arbitration board of suspension for discharge.

No Error in Law

Mr. Justice Laskin disagreed with the statement made by the trial judge that "at no place in the award has [the arbitration board] addressed itself to the words of the collective agreement and any distinction which they might have in their meaning from those which the board has applied." Mr. Justice Laskin noted that, in its reasons, the arbitration board concluded in respect of two employees that "we find that these two employees were not discharged for proper cause." The same finding was implicit in the award with respect to the third employee.

Mr. Justice Laskin admitted that the arbitrators (including the one who dissented) convassed the matter before it in terms of "just" cause. But, in his view, they were acting within their jurisdiction in treating the words "just" and "proper" as equivalents and as interchangeable, and, in viewing these terms as entitling them to examine all the circumstances, including the seniority and previous record of the employees for good conduct, and in coming to a conclusion whether the discharges were for proper cause.

The trial judge was of the opinion that the words "proper" and "just" had different meanings and, according to Mr. Justice Laskin, he failed to show this except by an abstract and selective assertion. Mr. Justice Laskin stated that adjectives such as "proper" or "just" must take their meaning from the context in which they are used and in the circumstances of each case, and that it is unreal to consider them as detached abstractions.

He noted that the Shorter Oxford Dictionary (3rd ed. revised 1959) gives among the meanings of "just" the following: "right," "proper," "correct," "merited"; and "proper" is defined, *inter alia*, as meaning "appropriate to the circumstances." Finally, he held that in common sense, all three members of the arbitration board took a reasonable and workable view of the word "proper," and he stated that he found no error in law in their approach.

Limits on Employer's Rights to Punish

Next Mr. Justice Laskin considered whether the company, having "cause" to punish the three employees for misconduct, had an unreviewable discretion to decide that only discharge would meet the situation. The board of arbitration viewed "cause" as involving a breach of duty to the employer, but felt that it had to decide whether there was a breach of duty for which it was "proper" to discharge the three employees. This issue led to the consideration of the relevance of the common law of master and servant to the principles underlying collective bargaining.

Common Law Principles not Applicable

Mr. Justice Laskin held that, at common law, an employee had no security of employment even in the face of a firm contract for a term; the employer, if he could show no breach of contract or serious breach of the duty of loyalty to justify peremptory discharge, could rid himself of an employee by paying damages for wrongful dismissal. Collective bargaining, as projected in many collective agreements, has changed this situation drastically. Matters familiar in a master and servant context have taken on different dimensions under collective agreements. Collective bargaining and the collective agreement have given the individual worker security of continuing employment, depending on his seniority in relation to the employer's production needs and on his good behaviour which avoids giving just or proper grounds for discharge.

In the opinion of Mr. Justice Laskin, the seniority and discharge clauses in a collective agreement represent the employees' charter of employment; this is reinforced by removing from the employer not his initiative in acting against an employee, but his previously unreviewable right to rid himself of an employee, even if it cost money damages to do so.

In the case at bar, the company and the union, although admitting that there had been a breach of duty or misconduct by employees, agreed that the company's action in treating the misconduct as meriting discharge could be arbitrated by a board that might take a different view of the situation and annul the discharge. The arbitration board, in the case at bar, had held that the cause, as established, did not merit discharge, but a lesser form of discipline. Mr. Justice Laskin could not see in this determination any ground for judicial interference on *certiorari*, and he stated that he would take the same attitude if the arbitration board had sustained the company's action and the union had brought *certiorari*.

Mr. Justice Laskin added further that the collective agreement leaves the extent of disciplinary action at large under the formula of "proper cause." It was for the arbitration board, as the special agency established by the parties to adjudicate on disputes respecting the administration, application, interpretation or alleged violation of the collective agreement, to take into consideration the employee's length of service and any other factors respecting his employment record with the company when deciding whether to sustain or interfere with the company's action. In doing so, the board was carrying out the very function assigned to it by the parties.

Substitution of Suspension for Discharge

The third ground given by Mr. Justice Brooke for quashing the arbitration award was that the board erred in law in subtituting suspension for discharge when it concluded that proper cause for discharge was not established. This apparently meant that the arbitration board should have directed unqualified reinstatement with pay for time lost. An appeal counsel for the company did not argue against an exercise of a remedial power of substitution, but preferred to rest its case on the existence of fatal error in law in respect of the arbitration board construction and application of the standard of "proper cause." In these circumstances, Mr. Justice Laskin did not regard the third ground taken by Mr. Justice Brooke as preventing the setting aside of his order to quash.

Appeal Allowed

The Court of Appeal, by a majority decision (Mr. Justice Schroeder dissenting), allowed the appeal from the decision of Mr. Justice Brooke and upheld the validity of the arbitration award. *Port Arthur Shipbuilding Company v. Arthurs et al*, 67 CLLC, para. 14,024; (1967) 62 D.L.R. (2nd) Part 5, p. 342.

Recent Regulations

Under Provincial Legislation

Minimum wage rates were raised in three provinces. Alberta raised the general minimum to $1.25 an hour by two stages. New Brunswick provided for a general minimum of $1 an hour on January 1, 1968. In Quebec, higher rates were set for employees in forest and sawmill operations and in the shoe industry. In Newfoundland, workmen's compensation benefits extended to offshore fishermen.

Amendments to the general minimum wage order of Alberta, and to the three special orders governing the ambulance, taxicab industries and work camps issued by the Board of Industrial Relations on June 30, increased the minimum wage from $1 to $1.25 an hour by two stages, and also raised the minimum wage of commercial travellers, and female telephone operators in small exchanges. A new order governing call-in pay of part-time employees in municipal recreation and athletic programs was gazetted the same day.

The general minimum wage was raised from $1 to $1.15 an hour, effective August 1, 1967. It is to increase to $1.25 an hour on January 1, 1968. The same rates are set for employees in the ambulance and taxicab industries and in work camps, the only difference being that these employees are again permitted to work longer hours at straight-time rates.

The amendment to the order covering commercial travellers and various kinds of salesmen (Alta. Reg. 221/67) raised the minimum from $40 to $46 a week, effective August 1, 1967, with provision for an increase to $50 a week on January 1, 1968.

Under the amended order for female telephone operators in exchanges serving less than 100 lines (Alta. Reg. 223/67), the minimum was raised by 15 cents to $1.05 an hour on August 1, 1967, with provision for a further increase to $1.15 an hour on January 1, 1968.

The new order governing part-time employees in recreation and athletic programs (Alta. Reg. 225/67) applies to part-time employees employed in a municipally operated recreation or athletic program or by a non-profit community service organization.

The new order exempts these employees from Sec. 4 of the general minimum wage order, which requires the payment of at least four hours' pay at the applicable minimum rate for any period of less than four consecutive hours, or if an employer's establishment is open for business less than four in any day. Instead, it provides that this category of part-time employees must receive at least two hours' pay at the applicable minimum rate for any period of employment of less than two hours.

NEW BRUNSWICK

Minimum Wage Act

In New Brunswick, a new general order providing for a minimum wage of $1 an hour will go into force on January 1, 1968, replacing three orders originally issued in 1965 for the wholesale and retail trades, the manufacturing and food processing industries and the service industries

Amendments to the order for employees in construction, mining and primary transportation, and to the order governing workers in logging, forest and sawmill operations, increased the minimum wage by 20 cents to $1.25 an hour, effective January 1, 1968.

NEWFOUNDLAND

Workmen's Compensation Act

New Workmen's Compensation regulations (Nfld. Reg. 29/67 gazetted June 20, 1967) extended workmen's compensation benefits to offshore fishermen and made some other changes in the classification of industries under Part I of the Act. First-aid requirements were also amended.

QUEBEC

Minimum Wage Act

New minimum wage orders issued by the Quebec Minimum Wage Commission on July 15 increased rates for employees in forest operations, sawmills and related enterprises, and in the shoe industry. A revised vacation order published the same day provided for extended coverage, effective from July 1.

Forest Operations

The new order for forest operations (No. 9, 1967), which went into force on July 1, set the following minimum rates:

(1) piecework wood cutters — an average rate of $14 a working day established for each calendar month;
(2) other employees hired by contract (cooks, kitchen helpers and fire rangers) — $12.50 a day;
(3) camp watchmen, stablemen, dam watchmen and gatekeepers — $11.25 a day;
(4) all other employees — $1.25 an hour.

Sawmills and Related Enterprises

The order for sawmills and related enterprises (No. 10, 1967), which went into force on July 15, again set rates on a zone basis.

In sawmills, the general minimum is $1.25 an hour in Zone I and $1.15 an hour in Zone II. In small sawmills with five employees or less, or in sawmills where 75 per cent of the work done is for farmers, the minimum is $1.15 an hour in Zone I and $1.05 an hour in Zone II. Skilled employees such as sawfilers, stationary enginemen and machinists must be paid at least $1.40 an hour in Zone I and $1.30 in Zone II. The minimum for employees under 19 years is 90 cents an hour in Zone I and 85 cents in Zone II.

The minimum for employees in wrought wood shops are 5 cents more than those for employees in sawmills.

Shoe Industry

In the order for the shoe industry (No. 7, 1967), which went into force on July 15, rates are again set for three zones. Most of these rates are established on a piecework basis.

Vacation Order

The revised vacation order (No. 3, 1967) made no change in benefits, but extended coverage, effective from July 1, 1967.

Newly covered workers include: employees of municipal and school corporations (except teachers and secretaries whose hours cannot be verified); apartment house janitors; caretakers provided with free lodgings; and home workers.

As before, all workers covered by the order must be given a week's vacation with pay after a year's service. A worker who has not completed a year's service on April 30 (the end of the "reference year") is entitled to one half day of vacation for each month of service.

Claimants in May

211,200 Fewer Than in April

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance benefit on May 31 totalled 281,100, which was 54 per cent fewer than the total of 492,300 on April 28, and 29 per cent more than the total of 217,600 on May 31, 1966.

The number of male claimants increased 32 per cent from May 31, 1966 and the number of female claimants 25 per cent. The seasonal benefit period terminated on May 20.

Initial and Renewal Claims

A total of 116,900 initial and renewal claims were filed during May, which was 21 per cent fewer than the total of 148,200 filed during April, and 28 per cent more than the total of 91,000 filed during May 1966.

The decrease of initial and renewal claims from April can be attributed partly to the termination of seasonal benefit payments on May 20. Although initial claims made up 75 per cent of the total number of claims in both April and May, they accounted for 80 per cent of the month-to-month decrease of the number of claims filed.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during May was estimated to be 294,200, compared with 460,500 in April, and 278,200 a year ago. Benefit payments during May totalled $37.2 million, compared with $47.2 million in April, and $30 million in May 1966. The average weekly payment was $25.28 during May, $25.63 during April, and $23.93 during May 1966.

Provincial Data

The total number of regular benefit claimants at the end of May showed an increase in all provinces from the total at the end of May 1966, except in Manitoba, where a slight decrease occurred.

The total number of initial and renewal claims at the end of May showed an increase in all provinces from the total at the end of May 1966, except in Manitoba, where a 2 per cent decrease occurred. The number of initial claims increased in all provinces. In the number of renewal claims, however, a 15 per cent decrease occurred in Manitoba, and a 3 per cent decrease occurred in Nova Scotia.

Seasonal Benefit 1966—1967

Claims considered under the seasonal benefit provisions accounted for more than 35 per cent of initial claims processed during the 1966-67 seasonal benefit period and 40 per cent of the total of one year ago. The heaviest volume of claims considered under these provisions occurred in December. This is associated with the slow-down in employment due to climatic conditions and the opening of the seasonal benefit period on November 27, 1966.

Initial claims established under the seasonal benefit provisions totalled 242,000, which was 3 per cent fewer than the total of 250,000 during the 1965-66 period. In about 10 per cent of the cases, eligibility was achieved from contributions in fishing. For this group, the number was only slightly lower than that of one year ago, and the decrease occurred mainly among persons eligible for non-fishing seasonal benefit.

More than 24 per cent of a total number of 242,400 benefit claims were established in December. The January total was somewhat less, but some of these would have been filed in December. The sharp dip in the May total was due mainly to the termination of the seasonal benefit period on May 20.

The number of claimants reporting to the local offices on the last working day of each month was greatest on March 31 with a total of 136,500. At the end of April, the total number of claimants decreased from the total at the end of March. Although the number of fishermen claiming seasonal benefits decreased, the number of non-fishermen claimants increased. The decrease was due to the exhaustion of benefit, as well as the resumption of fishing.

For the fishing sector, 90 per cent of the claims were recorded during December and January. In the non-fishing sector, only 45 per cent of the claims were recorded during these two months. Of the 25,000 fishermen establishing benefit, approximately 20,000, or 80 per cent, were in the Atlantic provinces. Newfoundland accounted for almost 10,000, Nova Scotia accounted for 5,000, and British Columbia recorded 4,000.

During the 1966-67 period almost $70 million was paid under these provisions, compared with $61 million for the same period last year.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Wage Schedules Prepared In June

During June, the Department of Labour prepared 342 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and other services.

In the same period, 275 contracts in these categories were awarded. In addition, 321 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available, on request, to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in June for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	141	$823,870.00
Post Office	3	34,330.72
Transport	1	17,492.00

During June, the sum of $15,411.14 was collected from 17 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 244 workers concerned.

Cases Nos. 71 to 73

Canadian Railway Office of Arbitration Releases Decisions in Three Disputes

Three separate disputes, which were submitted for arbitration before the Canadian Railway Office of Arbitration, were given a hearing in Montreal on July 17. The arbitrator was J. A. Hanrahan.

The first dispute, case No. 71, dealt with the claim of an unassigned yardmaster for premium pay for work performed in addition to his regular assignment. The second dispute, No. 72, concerned the claims of five trainmen for general holiday pay for Victoria Day. The third dispute, No. 73, concerned a claim for a runaround of 50 miles for a conductor and unassigned freight crew who were not given the opportunity to man a passenger extra that departed from their home terminal.

The arbitrator denied all three cases. Summaries of the arbitrator's awards appear below.

CASE NO. 71

Dispute between Canadian National Railways (Great Lakes Region) and the Brotherhood of Railroad Trainmen concerning the claims of an unassigned yardmaster for time and one half rate of pay for five separate days.

An unassigned yardmaster was called and used to fill a position as yardmaster in accordance with the provision of the yardmasters' collective agreement. The employee submitted a time return claiming eight hours at one and one half times the straight-time rate of pay for the service performed. The company allowed payment at the straight-time rate of pay.

The employee subsequently submitted a claim for four hours at the yardmaster's straight-time rate of pay, which was the difference between the amount originally claimed and the pay allowed. The company denied payment of this claim.

The brotherhood claimed that, in refusing payment, the company violated the provisions of an article in the yardmasters' agreement.

Similar claims were submitted by the unassigned yardmaster for time he worked on four additional occasions. The company suggested that, because these additional claims of the employee were similar to the initial claim, they could be considered on the same basis.

The facts established that, on the day previous to the employee's assignment as yardmaster, he had worked his fifth straight-time shift as a yard foreman under the yardmen's agreement. The brotherhood stated that service under two agreements was not the issue, however; the employee had completed his work week under one agreement and was taking his rest days. Therefore he was not subject to duty, nor was he required in any capacity until the starting time of his next regular assignment, unless he made himself available.

According to the yard collective agreement, such work would not interfere with his regular assignment. The yardmasters' agreement states that service under two agreements will be restricted to five days in a work week when qualified relief men who have not worked five days in a work week are available at pro rata rates. The brotherhood argued that, in a combination of the two agreements, work was restricted to five days in a work week, such combination being used to make up the weekly guarantee.

The overtime provisions in each of the two agreements states that employees working more than five straight-time, eight-hour shifts in yard service shall be paid one and one half times the basic straight-time rate, and that a regular assigned yardmaster, working on his days off, shall be paid one and one half times the basic straight-time rate.

The company explained that an unassigned yardmaster usually performs service under two separate collective agreements. When working as a yardman, the agreement applicable to yardmen governs his service; when working as a yardmaster or assistant yardmaster, the yardmasters' agreement governs his service. In order for the claim to succeed, the company argued, service under two different collective agreements would have to be combined. But this combination was specifically prohibited by an article in the yardmasters' agreement that said: "... nor shall service under two agreements be combined in any manner in the application of the five-day work week ..."

The company suggested that only tours of duty as a yardmaster may be used in the application of the five-day work week. Because the days off for an unassigned yardmaster need not be consecutive, only the day previous to the employee's assignment as yardmaster, which was a Monday, could be counted towards this claimant's work week.

The company further pointed out that the employee had not worked as an unassigned yardmaster for more than five days in a work week and, therefore, was not entitled to one and one half the basic rate of pay for such work. For his day of work as yardmaster, the employee was bound by the provision for rates of pay in accordance with the hours of service and the overtime rules contained in the yardmasters' agreement.

The arbitrator found that the claimant was properly paid for his work as yardmaster on the dates mentioned. The claim was therefore denied.

CASE NO. 72

Dispute between Canadian National Railways (Great Lakes Region) and the Brotherhood of Railroad Trainmen concerning the claims of five trainmen for general holiday pay on Victoria Day, May 23, 1966.

Five trainmen, regularly assigned as brakemen, were each called in turn to work as an assistant conductor on a train scheduled on Victoria Day. The trains to which they were regularly assigned had been cancelled on the holiday. Each of these employees failed to respond to the call for service as conductor and, consequently, was not used in any capacity until the trainman used in his place returned from the tour of duty.

Each of the claimants submitted a time return claiming general holiday pay for the day. The company denied payment of the claims on the ground that the employees failed to qualify in accordance with the collective agreement. The brotherhood argued that the employees did qualify.

Victoria Day is one of the holidays mentioned in the agreement, which was negotiated following the passing of the Canada Labour (Standards) Code (L. G. 1965, p. 697). The Code provides for certain general holidays for employees in

industries under the jurisdiction of federal legislative authority. It was agreed that the claimants qualified for the receiving of the benefits of general holidays. But the parties disagreed as to the justification for this claim.

The brotherhood maintained that the article of the collective agreement referring to duty on holidays had application to the cancellation of the claimant's regular assignments for Victoria Day. The company argued that it referred to the employee, not to his regular assignment, and that the employee had failed to meet the requirement that he be available for work on the holiday as required.

An article of the agreement states:

> Except as otherwise provided . . . trainmen assigned to regular runs will not be considered absent from duty after being relieved on arrival at final terminal at end of day's run until again required for their regular assignment. If their services are required in the interval, they will be notified, and if so notified and not used, will be paid a minimum day, unless cancelled prior to the starting time of their regular assignment if it were being worked on that day, in which event they will be allowed half a day.

The brotherhood submitted that this paragraph essentially relieves regularly assigned trainmen from the need to be available for work other than their assignments. The company, however, suggested that limiting provisions contained in another article required trainmen who are qualified conductors not working as such to hold themselves available between trips on their regular assignments. If they do not remain available, they are considered absent. A qualified conductor not working as such can be required to fill temporary conductor vacancies between runs on his regular assignment, the company argued. In addition, the agreement provides for crews to be worked in service other than their regular assignments, where this arrangement will not interfere with their regular assignments, in order to complete guarantees.

Finally, the company submitted that the general holidays article does not represent an entity that can function independently of the rest of the collective agreement.

In his award, the arbitrator said it is a basic rule of interpretation that a general provision is superseded by a special provision. In this case, the general provision concerning cancellation cannot be considered apart from the two special exceptions concerning the requirements for a trainman to make himself available for duty between trips on his regular assignment.

The arbitrator suggested that the time to reduce the effect of the two special exceptions to the general provision was during negotiation, and not during arbitration.

For these reasons, the claims were denied.

CASE NO. 73

Dispute between Algoma Central Railway and the Brotherhood of Railroad Trainmen concerning the claim of a conductor and crew for a runaround when an assigned passenger crew was used to man a passenger extra.

A passenger train, en route to a terminal, was held at a junction because of a washout of the track that occurred between the junction and the terminal. On the following day, the assigned passenger crew on the train was called, and they handled a passenger extra between the junction and the terminal of origin. A conductor and an unassigned freight crew, one of three crews who handle all trains on the subdivision, claimed a runaround of 50 miles under the trainmen's schedule. The company refused to pay the claim.

The brotherhood argued that the agreement specifically provides that passenger trainmen are not required to perform extra service when unassigned crews are available.

The company based its argument on an article of the collective agreement that reads:

> When through unavoidable cause, such regularly assigned trainmen lose their trip or run, they will be used to run the first unassigned train which will enable them to catch their assigned train or run at the other terminal; this not to constitute a runaround under [another article of the agreement]. Provided, further, that regularly assigned passenger trainmen will be so moved only in passenger service or deadhead.

The company interpreted this provision to mean that crews should get back on their regular assignment as quickly as possible following disruption of assignments due to unavoidable cause — such as, in this instance, impassable track due to washouts. Because the assigned passenger crew was unable to complete its scheduled run, it was used to run the first unassigned passenger train to leave the junction.

The arbitrator decided that the delay of the train was due to an "unavoidable cause" and that the passenger crew was assigned to "the first unassigned train." Consequently he ruled that there had been no violation of the existing provisions of the collective agreement. The claim was therefore denied.

Employment Security

Continued from page 631

worker needs to move to employment, and even more cases when he can get a job locally, but only if he first acquires new skills through training."

The Department's new program of occupational training for adults would enable it to provide suitable training when needed. Although the actual work of training was the business of the provinces and of industry itself, the Department would "buy" the training when there was clear evidence that it would improve the worker's productivity in an occupation that was in demand. Training would include allowances to provide income while people were being trained.

Training was not always the best way to make a man more productive, however. Sometimes he had qualifications that were in demand, but not in his own neighbourhood. In such cases, the Department was ready to give the person financial help in making a move. There were also a number of government programs designed to bring jobs to workers.

Regarding immigration, the speaker said, "We are now in the process of developing new selection criteria and procedures which, we hope, will succeed in relating immigration to our national manpower needs both more efficiently and more humanely than has been achieved before." The country's need was not for numbers of immigrants but for the right type of immigrants. "Today our affluent society offers few opportunities for the unskilled." At the same time, this did not mean that "our immigrants can or should consist only of highly qualified people. Family and humanitarian considerations have to be taken into account, along with the varying needs of our diverse industries."

The task that his department had set for itself required "of our staff great understanding, great devotion, much knowledge, much patience, great skill." To this end, Mr. Kent said, extensive training programs were being provided; and the response had been remarkable.

The correspondence courses that are now offered to members of IAPES in all parts of the world were available last year only within a limited territory. The first four courses now offered are: Introductory Economics, Social Psychology, Labour Economics, and Human Relations.

Anyone working in employment security, regardless of educational attainments, is eligible for the courses; but it was stated that "because the work is at college level, high school graduation or the equivalent is desirable." Each course costs $50. Anyone who fails or drops out may take the course again next year without further charge.

Publications Received in Department of Labour Library

List No. 223

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and month in which it was listed in the LABOUR GAZETTE.

Accidents

1. U.S. BUREAU OF LABOR STANDARDS. *Report of Work Injuries to Minors under 18 years of Age; A Study of 18 Months' Experience Reported By 28 States, 1964-65.* Washington, GPO, 1966. Pp. 25.

2. U.S. BUREAU OF LABOR STANDARDS. *Safety and Health Regulations for Longshoring.* June 1966. Washington, GPO, 1966. Pp.40.

Arbitration, Industrial

3. McPHERSON, WILLIAM HESTON. *The French Labor Courts: Judgment by Peers* [by] William H. McPherson [and] Frederic Meyers. Urbana, Institute of Labor and Industrial Relations. University of Illinois, 1966. Pp.104.

Contents: Introduction. Historical background. Structure, jurisdiction, and procedure. The Paris Court in operation. Structural and operational problems. Evaluation of achievements. Major conclusions.

4. STONE, MORRIS. *Labor Grievances and Decisions.* Introd. by Joseph S. Murphy. New York, Harper & Row, 1965. Pp.xxvi, 198.

The author is Vice-President and Editorial Director of the American Arbitration Association. There are sixty cases presented in this volume and classified under ten general headings. Each case study gives an account of the case, the arbitrator's award, and questions for discussion. The ten topics are: Seniority: how it is measured and how it terminates; Seniority: how it is used for job security; Job Bidding: seniority vs. ability; Discipline: holidays and holiday pay; overtime; work schedules; work loads and work assignments; Individual Rates: guarantees of work and wages; the union, its officers, and its stewards.

Collective Agreements

5. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Collective Agreement Survey in Nova Scotia Hospitals.* Halifax, 1966. Pp.30.

"This survey covers approximately 2,698 unionized employees from 22 hospitals in Nova Scotia." Some topics covered are union security, seniority, grievance procedure, days and hours of work, overtime rates, paid holidays, pay rates for holidays worked, paid vacations, fringe benefits, and salary ranges.

6. U.S. BUREAU OF LABOR STATISTICS. *Major Collective Bargaining Agreements: Arbitration Procedures.* Washington, GPO, 1966. Pp.167.

Analyzes collective agreement provisions establishing three types of voluntary arbitration of labour-management disputes: grievance disputes, disputes over new contract terms, and jurisdictional disputes.

Collective Bargaining

7. AMERICAN ASSEMBLY. *Challenges to Collective Bargaining.* Edited by Lloyd Ulman. Englewood Cliffs, N.J., Prentice-Hall, 1967. Pp.180.

"The papers . . . were prepared . . . for the Thirtieth American Assembly which met in October, 1966."

Contents: Stability and change in the structure of collective bargaining by Arnold R. Weber. Pensions, health and welfare plans, by Robert Tilove. Collective bargaining in the public sector, by Jack Stieber. The employment and training of minorities, by Ray Marshall. Labor relations law, by Benjamin Aaron. Wage-price policy and alternatives, by Melvin Rothbaum. Collective bargaining and the public interest, by A. H. Raskin. The social utility of collective bargaining, by John T. Dunlop.

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada* [by] Edward E. Herman. [Ottawa, Queen's Printer, 1966, i.e. 1967] Pp.227.

Based on the author's Ph.D.Thesis, *The Problem of Determination of the Appropriate Bargaining Units by Labor Relations Boards in Canada*, submitted to the Department of Economics and Political Science, McGill University, March 1965.

"The object of this study is to investigate the certification practices of Canadian Labour Relations Boards, and to examine the problems encountered by them in the course of their duties."

9. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Collective Bargaining in the Public Service; Proceedings of the 1966 Annual Spring Meeting, Milwaukee, Wisconsin, May 6-7 1966.* Edited by Gerald G. Somers. Madison, Wisc., 1966. Pp.140.

The conference dealt with collective bargaining by civil servants in Canada and the U.S., and by teachers and municipal employees in the U.S.

Economic Conditions

10. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. OFFICE OF THE CHIEF ECONOMIST. *Niagara 1966. Presented to the "State of the Region" Meeting of the Niagara Regional Development Council, November 8th, 1966.* [Toronto, 1966] 1 volume (various pagings).

11. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. WORKING PARTY NO. 2 ON POLICIES FOR THE PROMOTION OF ECONOMIC GROWTH. *Economic Growth, 1960-1970; a Mid-Decade Review of Prospects.* Paris, OECD [1966] Pp.113.

A report "on the prospects of achieving the target, adopted by the OECD Member countries, of 50 per cent growth in their combined national products between 1960 and 1970."

Education

12. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Studies in the Economics of Education*, by Bruce W. Wilkinson. Ottawa, Queen's Printer, 1966. Pp.148.

"This paper is based on work carried out [by Mr. Wilkinson] at the Massachusetts Institute of Technology and is published here with the permission of the Institute's Department of Economics and Social Science."

The author is with the Department of Economics and Political Science at the University of Saskatchewan. This study concerns the relationship of education to economic growth.

13. ONTARIO ECONOMIC COUNCIL. *Assessing Educational Requirements for Skillpower; A Look at How Five Manufacturers and Three Service Businesses in Ontario View the Educational Requirements of the 28,500 Employees Between 1965 and 1970; A Report.* Toronto, 1966. Pp.24.

14. PATON, JAMES MCNIDDAR. *The Role of Teachers' Organizations in Canadian Education.* Toronto, Gage, 1962. Pp.89.

The author, General Secretary of the Provincial Association of Protestant Teachers of Quebec, delivered these two Quance lectures at the University of Saskatchewan in Saskatoon on July 9th and 10th, 1962.

Employment Forecasting

15. MEHMET, OZAY. *Methods of Forecasting Manpower Requirements, With Special Reference to the Province of Ontario.* [Toronto, Centre for Industrial Relations, University of Toronto] 1965 [i.e. 1966] Pp.57, xvi.

This report describes techniques available for estimating manpower requirements. Seven methods are studied: "(1) the econometric method, (2) the productivity method, (3) the trend projection method, (4) the employers' survey method, (5) the method of forecasting specialized manpower requirements, (6) the inter-area comparisons method, and (7) the elasticity of factor substitution method." The author includes a list of studies and statistics available for Canada and Ontario relating to different forecasting techniques.

16. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Chart Analysis of Manpower Training Requirements for Nova Scotia 1970 and 1975.* Halifax, 1966. Pp.50.

"These charts are based on the information collected by Dr. Stanislaw Judek for his study, *Manpower Training Requirements for Nova Scotia, 1970 and 1975*, prepared for the Economics and Research Division of the Nova Scotia Department of Labour."

Employment Management

17. CANADA. CIVIL SERVICE COMMISSION. *Job Analysis and Job Description Writing.* Ottawa, 1964. Pp.72.

18. U.S. FEDERAL COUNCIL FOR SCIENCE AND TECHNOLOGY. STANDING COMMITTEE. *Management and the Marginal Employee; An Analysis of Personnel Practices to Prevent and Treat the Problem.* Washington, 1966. Pp.15.

The term "marginal employee" can be applied to persons who lack the competence and ability to do their work properly, the employees lacking interest or motivation in their work, or to employees with physical or mental ailments which affect the amount of work they can do. This paper discusses how to deal with the problem of the marginal employee.

Income

19. INTERNATIONAL ASSOCIATION FOR RESEARCH IN INCOME AND WEALTH. *Income Redistribution and the Statistical Foundations of Economic Policy*, edited by Colin Clark and Geer Stuvel. New Haven Conn., 1964. Pp.xiii, 353.

"Authors' Index to Income and Wealth, Series I-X": p.348-351

20. INTERNATIONAL ASSOCIATION FOR RESEARCH IN INCOME AND WEALTH. *The Measurement of National Wealth.* Papers by T. Barna [and others]. With a statistical introduction by the editors and Th. van Der Weide. Edited by Raymond Goldsmith and Christopher Saunders. Chicago, Quadrangle Books, 1959. Pp.xiv, 389.

21. INTERNATIONAL ASSOCIATION FOR RESEARCH IN INCOME AND WEALTH. *Studies in Social and Financial Accounting.* Papers by R. C. Geary [and others] Edited by Phyllis Deane. Chicago, Quadrangle Books, 1961. Pp.xiv, 254.

Industrial Disputes

22. FRIEDHEIM, ROBERT L. *The Seattle General Strike.* Seattle, University of Washington Press, 1964. Pp.224.

An account of the Seattle General Strike of 1919 and an analysis of the events that led up to the strike.

23. MEHLING, JEAN. *Analyse socio-économique d'une grève.* Montreal, *Presse de l'Ecole des Hautes Études Commerciales, Librairie Beauchemin*, c1963. Pp.218.

The author, a professor at *L'Ecole des Hautes Etudes Commerciales* in Montreal, has made a study of a strike in Noranda, Quebec which lasted six months from 1953 to 1954, involving Noranda Mines, Limited, and the United Steelworkers of America.

Industrial Relations

24. ADAMS, GRAHAM. *Age of Industrial Violence, 1910-15; The Activities and Findings of the United States Commission on Industrial Relations.* New York, Columbia University Press, 1966. Pp.316.

This book examines the origins, operations, and findings of the U.S. Commission on Industrial Relations between 1910 and 1915, describes some of the industrial disputes investigated by the Commission, and analyzes the impact of the Commission's work on American history.

25. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX. 4th, 1965. *The Fourth Nova Scotia Labour-Management Study Conference, Summary of Proceedings and Addresses, November 18 & 19, 1965.* Halifax, Institute of Public Affairs, Dalhousie University, 1966. Pp.78.

The participants at this conference discussed amendments in 1964 and 1965 to the Nova Scotia Trade Union Act, a review of Judge McKinnon's report on labour legislation, the Tripartite Construction Committee, automation and technological change as it affects the worker, etc.

26. RESEARCH CONFERENCE ON LABOR RELATIONS, UNIVERSITY OF CALIFORNIA, LOS ANGELES. 8th, 1965. . . .*Proceedings of the Eighth Annual Research Conference, held at . . . Los Angeles, March 11-12, 1965, presented by Institute of Industrial Relations* [and] *University Extension, University of California, Los Angeles.* Los Angeles, Institute of Industrial Relations, University of California, 1966. Pp.50.

Contents: The impact of the federal civil rights law on labor relations [by] Benjamin Aaron. Problems of unrest in labor unions [by] Paul Sultan. The wage-price guideposts and economic policy [by] Joseph W. Garbarino. Business and government co-operation in the use of manpower [by] John C. Donovan.

27. STAGNER, ROSS. *Psychology of Union-Management Relations* [by] Ross Stagner and Hjalmar Rosen. Belmont, Calif., Wadsworth Pub. Co., 1965. Pp.147.

"An examination of ways in which the psychology of individuals illuminates the field of union-management relations." In particular, the authors study the human factors involved in union-management disputes.

Labour Laws and Legislation

28. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The Fair Labor Standards Act Amendments of 1966; Explanation of Changes; Text of Act as Amended.* [Washington, 1966?] Pp.64.

29. KEYSERLING, LEON HIRSCH. *How Well Is the Employment Act of 1946 Achieving Its Goal?* Washington, Dept. of Labor, Manpower Administration, 1966. Pp.50.

"Condensed transcript of the seminar held in Washington, D.C., November 18, 1965."

30. QUEBEC (CITY). UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Le Code du travail du Québec (1965)* [par] Gérard Hébert [et al.] Quebec, *Les Presses de l'Université Laval*, 1965. Pp.271.

Report of the *20th Congrès des relations industrielles de l'Université Laval* held in Quebec City, April 26 and 27, 1965.

Text of the *Code du travail:* p.227-253.

The Papers presented at this Conference dealt with the new Labour Code which was adopted in 1964 by the Quebec Legislature. Such topics were discussed as the right of association, the Quebec Labour Relations Board, the Labour Code and collective agreements, collective bargaining and recourse to strikes and lockouts, the new role of the Minister of Labour under the Code, etc. The text of the Labour Code is included.

Labour Organization

31. COOK, ALICE HANSON. *An Introduction to Japanese Trade Unionism.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1966. Pp.ix, 216.

The author spent the year of 1962-1963 as a Fulbright Visiting Lecturer in labour relations at Keio University in Tokyo, Japan. She writes about the structure and functioning of Japanese trade unions.

32. DAVIES, IOAN. *African Trade Unions.* Harmondsworth, Eng., Penguin, 1966. Pp.256.

This is the only book in English which deals with African trade unions on the whole continent.

33. JENKINS, CLIVE. *British Trade Unions Today*, by Clive Jenkins and J. E. Mortimer. [1st ed.] Oxford, New York, Pergamon Press, 1965. Pp.125.

The authors are both full-time trade union officials. This book covers the origin, growth, development, achievements and aims of British trade unions.

34. PEPIN, MARCEL. *A Society for Man; Moral Report of the National President of the Confederation of National Trade Unions.* Quebec, 1966. Pp.70.

Labour Supply

35. GINZBERG, ELI. *Expanding Employment in a Pluralistic Economy.* Washington, Dept. of Labor, Manpower Administration, 1966. Pp.36.

"Condensed transcript of the seminar held in Washington, D.C., October 7, 1965."

36. INTERNATIONAL LABOUR OFFICE. *Manpower Planning and Employment Policy in Economic Development.* Second item on the agenda. Geneva, 1966. Pp.211.

At head of title: Report 2. Eighth Conference of American States Members of the International Labour Organization. Ottawa, September 1966.

This report tries (1) to identify the main problems that the countries on the American continent face in the field of employment policy and manpower planning, (2) to define measures and policies to solve these problems, and (3) to evaluate I.L.O. operational activities regarding manpower planning.

37. U.S. BUREAU OF LABOR STATISTICS. *Projections 1970; Interindustry Relationships, Potential Demand, Employment.* Washington, GPO., 1966. Pp.155.

"This bulletin provides projections to 1970 of potential demand, interindustry relationships, and employment under alternative assumptions regarding rates and patterns of growth. It represents a report on a major phase of the work of the Inter-agency Growth Study Project."

Labouring Classes

38. BAERWALD, FRIEDRICH. *Economic Progress and Problems of Labor.* Scranton, Penn., International Textbook Company, 1967. Pp.353.

A textbook on labour economics.

39. CONFEDERATION DES SYNDICATS NATIONAUX. *Main-d'oeuvre, 1965, 1966, 1967, 1968, 1969* [et] *1970.* [Quebec?] 1966. Pp.64.

Présenté au 42e Congrès général de la Confédération des syndicats nationaux, Montreal, October 1966.

40. FARMER-LABOUR-TEACHERS' CONFERENCE. 7th, Port Elgin, Ont., 1966. [*The Changing World of Agriculture*]; *Report of the Seventh Conference, UAW Education Centre, Port Elgin, June 18-19, 1966.* Toronto, 1966. Pp.43.

Conference sponsored jointly by Canadian Labour Congress and Ontario Federation of Labour.

41. HABER, WILLIAM, Ed. *Labor in a Changing America.* New York, Basic Books, 1966. Pp.341.

The contributors whose essays appear in this book are students of the American labour scene. They discuss the history, problems and prospects of American labour unions, unemployment, income distribution, industrial unionism, work and leisure, union wage policies, government regulation of union activities, etc.

42. MANGUM, GARTH LEROY. *Wage Incentive Systems.*

Berkeley, Institute of Industrial Relations, University of California, 1964. Pp.83.

Explains existing wage incentive practices and considers the attitudes of employees, unions, and employers toward incentives, the impact of automation on incentives, and the problems in administering an incentive system.

Plumbing

43. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Plumbing Trade*. Rev. ed. Prepared by a national committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1966. Pp.233.

Statistics

44. CONFERENCE ON STATISTICS. 5th, PRINCE OF WALES COLLEGE, CHARLOTTETOWN, P.E.I., 1964. *Papers on Regional Statistical Studies*, edited by Sylvia Ostry and T. K. Rymes. Toronto, Published for the Canadian Political Science Association by University of Toronto Press, 1966. Pp.ix, 258.

Conference held June 13 and 14, 1964, sponsored by the Canadian Political Science Association.

Partial contents: Regional statistics and their uses: a geographical viewpoint, by R. S. Thoman and G. McGrath. Developing regional statistics for policy purposes: the prediction of trade centre viability in Saskatchewan, by Gerald Hodge. Problems on regional industrial, and occupational mobility in relation to disarmament, by G. Rosenbluth. Interindustry study of the economy of the Atlantic Provinces, by Kari Levitt.

Unemployment

45. CONFERENCE ON UNEMPLOYMENT AND THE AMERICAN ECONOMY. 3rd., NEW YORK, 1965. *Prosperity and Unemployment*, edited by Robert Aaron Gordon and Margaret S. Gordon. New York, Wiley, 1966. Pp.ix, 353.

"One of a series of books from the Research program on unemployment, Institute of Industrial Relations, University of California, Berkeley."

Topics discussed at this conference included current business expansion in the U.S., patterns of employment and unemployment, wages, and economic expansion and persisting unemployment.

46. U.S. BUREAU OF LABOR STATISTICS. *Weathering Layoff in a Small Community; Case Studies of Displaced Pottery and Carpet-Mill Workers*. Washington, GPO, 1966. Pp.83.

Contents: The post-layoff experience of displaced carpet-mill workers, by N. Arnold Tolles. Displaced pottery workers' adjustment to layoff, by David Levinson.

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47. MIDDLE ATLANTIC REGIONAL PILOT CONFERENCE, PHILADELPHIA, 1965. *Counselling Girls toward New Perspectives; a Report of the Middle Atlantic Regional Pilot Conference held in Philadelphia, Pa., December 2-4, 1965*. Co-sponsored by Women's Bureau, U.S. Department of Labor [and] Office of Education, U.S. Dept. of Health, Education, and Welfare. Washington, U.S. Dept. of Labor, Women's Bureau, 1966. Pp.88.

48. U.S. WOMEN'S BUREAU. *College Women Seven Years after Graduation; Pre-survey of Women Graduates — Class of 1957*. Washington, GPO, 1966. Pp.54.

The U.S. Women's Bureau sent a questionnaire in 1964 to women college graduates of the Class of 1957 asking them about their employment, recent work history, and future plans. This study is based on replies from almost 5,000 respondents.

Miscellaneous

49. CANADA DEPARTMENT OF NATIONAL REVENUE. TAXATION DIVISION. *Twenty-one Million Dollars A Day; the Average Gross Collections per Working Day*. Ottawa, Queen's Printer, 1966. Pp.63.

50. ECONOMIC COUNCIL OF CANADA. ADVISORY COMMITTEE ON INDUSTRIAL RESEARCH AND TECHNOLOGY. *A General Incentive Programme to Encourage Research and Development in Canadian Industry; Report to the Economic Council of Canada*. Ottawa, Queen's Printer, 1966. Pp.20.

51. INVITATIONAL CONFERENCE ON GOVERNMENT-UNIVERSITY RELATIONS IN THE PROFESSIONAL PREPARATION AND EMPLOYMENT OF COUNSELORS, WASHINGTON, D.C., 1965. *Counselor Development in American Society; Conference Recommendations*. [Edited by John F. McGowan. Washington? Distributed by the U.S. Dept. of Labor] 1965. Pp.306.

Sponsored by the Panel on Counselling and Selection of the National Manpower Advisory Committee.

"Administered by the University of Missouri under contract with the Office of Manpower, Automation and Training (U.S. Department of Labor) and U.S. Office of Education (U.S. Department of Health, Education, and Welfare)."

52. McGILL, RALPH EMERSON. *The South and the Southerner*. Washington, Dept. of Labor, Manpower Administration, 1966. Pp.33.

"Condensed transcript of the seminar held in Washington, D.C., September 16, 1965."

53. MEAD, MARGARET. *The Changing Cultural Patterns of Work and Leisure*. Washington, Dept. of Labor, Manpower Administration, 1966. Pp.38.

"Condensed transcript of the seminar held in Washington, D.C., February 16, 1966."

54. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Organization for New-Product Development: a Symposium*. New York, 1966. Pp.83.

In this report, eleven senior marketing executives discussed various ways companies develop new products using new-product committees, product managers for new products, new-product departments, or project teams or task forces.

55. OKUN, ARTHUR M. *Challenges in Sustaining Prosperity*. Washington, Dept. of Labor, Manpower Administration, 1966. Pp.33.

"Condensed transcript of the seminar held in Washington, D.C., January 27, 1966."

56. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Work or Support; An Economic and Social Analysis of Substitute Permanent Employment* [by] Bent Andersen. Paris, 1966. Pp.122.

Concerns the employment problems of persons handicapped by health or education or some other reason.

57. PEALE, NORMAN VINCENT. *The Amazing Results of Positive Thinking*. Englewood Cliffs, N.J., Prentice-Hall, 1959. Pp.280.

58. SINGLETON, W. T. *Current Trends Towards Systems Design*. London, Ministry of Technology, 1966. Pp.20.

Ergonomics for industry [series] No. 12.

Diagnosing Industrial Unrest

Continued from page 625

situation, they say, union officials would often like to see management stand firm. Where rank-and-file members defied their leaders, and management capitulated in the face of pressure, the union and its leadership might be so undermined that the labour-management relationship could be completely upset. And management behaviour of that kind clearly invited a repetition of membership defiance in the future.

The authors ask the question: "Why is it that union militancy has not been expressed through lawful processes that are available to employees to redress their grievances and to advance or protect their economic position?"

They quote J. C. McRuer, a distinguished jurist, and formerly Chief Justice of the High Court of Ontario, who had challenged the premise that the ordinary man on the street has less respect for justice today than he had 50 years ago. Mr. McRuer took the view that it was a passion for justice that often led to disrespect for laws.

The new respectability of lawlessness, the authors claim, is premised upon a belief that the legal order is not a just order. "Whether this is a simplistic view of Canadian labour relations law is a matter for debate. But the real facts of the matter are less relevant in terms of explaining labour lawlessness than the widespread conviction of unionists that they have little to gain and much to lose if they comply with the law." The authors contend that genuine grievances must be recognized if labour is to be persuaded to change its view.

To unionists, the statistical fact that the great majority of injunctions sought are actually granted, raises a presumption of unfairness. To other critics of the labour injunction, procedural abuses at least seem to call for substantial reforms. The appearance of fairness is dissipated by the extremely short notice required to be given prior to the hearing, the practical impossibility of making full answer and defence, the peremptory nature of the hearings, the virtual unavailability of appeal, the easy manipulation of jurisprudential concepts, and the disregard of traditional strictures on the use of the court's injunctive power.

Legal doctrines developed and administered by courts are often rigid and unresponsive to the needs and problems of collective bargaining. For example, the ability of an employer, under present Canadian law, to undermine the structure of collective bargaining agreements by the institution of technological change, or by relocation of the plant, has shaken the confidence of the unions in the law's impartiality.

Although the employer was permitted to disregard the collective agreement in these circumstances, the law nonetheless forbade the worker to retaliate during the lifetime of the agreement by disregarding the compulsory no-strike clause. Distinctions between the two situations, however valid on purely legal grounds, seem spurious indeed to the unionist. Similarly, even when the substance of the law clearly favoured the position of the union, as for example in imposing a duty of good-faith bargaining upon the employer, "practical difficulties of enforcement sometimes seem to render the law a hollow mockery."

Crispo and Arthurs also demonstrate that, in the present state of law, it is difficult for an employer to secure monetary compensation through the regular courts for wrongs done by the union; although arbitration boards have, on a number of occasions, awarded employers damages because of union liability for unlawful strikes. The criminal process was slow, proof was difficult, and policy and prosecuting authorities were reluctant to intervene on behalf of either party to a labour dispute. Consequently, since he could neither prosecute nor sue for damages, the employer was driven to use the injunction as the primary technique of protecting his legal position.

Until recently, the authors say, the mere issuance of the injunction was sufficient to secure an end to picketing, presumably because unionists were no more prepared to abandon respect for the law than most citizens. As this respect waned, however, and confidence in the basic fairness of the courts decreased, deliberate disobedience of the injunction became more prevalent. Although those who disobey an injunction are liable to fine and imprisonment for contempt of court, it seemed unlikely that such sanctions could be completely effective.

First, there was the practical problem of enforcement. Large numbers of contemnors had to be identified and brought to court, specific allegations had to be made and proved against each one, and either jails had to be found to accommodate those found guilty, or extended proceedings has to be taken to recover unpaid fines.

The second problem was even greater: for a unionist who deliberately courts martyrdom, fines and jail are not forms of punishment but the very things he seeks. Government is faced with a dilemma from which it can only escape by reform of the law, according to Crispo and Arthurs. Vigorous enforcement of injunctions might produce a backlash at the polls; non-enforcement might undermine the credibility of the whole judicial process. Conclude the two authors: "To escape from this dilemma, the Government of Ontario has appointed a Royal Commission Inquiry into Labour Disputes. Whether its report will ultimately stimulate effective reform of the law remains to be seen."

Statistics Section

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	July 22	8,125	+ 3.4	+ 4.3
Employed	July 22	7,841	+ 3.6	+ 4.0
Agriculture	July 22	682	+12.5	+ 4.1
Non-agriculture	July 22	7,159	+ 2.8	+ 3.9
Paid workers	July 22	6,668	+ 3.6	+ 3.9
At work 35 hours or more	July 22	5,728	− 8.2	+ 5.2
At work less than 35 hours	July 22	850	−17.4	+15.6
Employed but not at work	July 22	1,263	+318.2	− 7.3
Unemployed	July 22	284	− 2.7	+16.4
Atlantic	July 22	29	− 3.3	0.0
Quebec	July 22	106	+ 2.9	+20.5
Ontario	July 22	93	− 8.8	+20.8
Prairie	July 22	23	+ 9.5	+ 4.5
Pacific	July 22	33	− 8.3	+17.9
Without work and seeking work	July 22	262	− 6.1	+15.9
On temporary layoff up to 30 days	July 22	22	+69.2	+22.2
INDUSTRIAL EMPLOYMENT (1961=100)	April	119.2	+ 0.5	+ 2.1
Manufacturing employment (1961=100)	April	121.7	− 0.3	+ 0.6
IMMIGRATION	1st. 6 mos.	108,958	—	+26.7
Destined to the labour force	1st. 6 mos.	60,078	—	+34.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	July	104	+ 2.0	− 3.7
No. of workers involved	July	35,489	−34.3	−57.4
Duration in man days	July	310,430	−56.5	−61.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	April	$102.21	+ 1.2	+ 6.6
Average hourly earnings (mfg.)	April	$2.39	+ 0.8	+ 7.2
Average hours worked per week (mfg.)	April	40.4	+ 0.7	− 1.5
Average weekly wages (mfg.)	April	$96.47	+ 1.5	+ 5.2
Consumer price index (1949=100)	July	150.2	+ 0.9	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961=100)	April	113.0	+ 1.3	+ 1.8
Total labour income 000,000	April	$2,584	+ 1.5	+ 9.9
INDUSTRIAL PRODUCTION				
Total (average 1949=100)	May	283.4	− 0.2	+ 2.4
Manufacturing	May	252.3	− 0.3	+ 0.9
Durables	May	262.0	− 0.5	+ 0.3
Non-durables	May	243.9	− 0.2	+ 1.5
NEW RESIDENTIAL CONSTRUCTION†				
Starts	June	17,429	+ 8.3	+66.5
Completions	June	8,017	−30.5	−26.7
Under construction	June	73,351	+14.5	− 4.1

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the Characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

TABLES

A-1 to A-3—Labour Force
B-1—Labour Income
C-1 to C-7—Employment, Hours and Earnings
D-1 to D-4—Manpower Division
E-1 to E-4—Unemployment Insurance
F-1 and F-2—Prices
G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended July 22, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,125	678	2,328	2,989	1,335	795
Men	5,661	488	1,638	2,033	948	554
Women	2,464	190	690	956	387	241
14-19 years	1,179	112	350	406	204	107
20-24 years	1,152	111	388	376	182	95
25-44 years	3,275	241	943	1,249	513	329
45-64 years	2,298	196	592	871	396	243
65 years and over	221	18	55	87	40	21
EMPLOYED	7,841	649	2,222	2,896	1,312	762
Men	5,449	464	1,556	1,965	933	531
Women	2,392	185	666	931	379	231
Agriculture	682	34	151	181	283	33
Non-agriculture	7,159	615	2,071	2,715	1,029	729
Paid workers	6,668	561	1,908	2,550	973	676
Men	4,510	394	1,313	1,693	644	466
Women	2,158	167	595	857	329	210
UNEMPLOYED	284	29	106	93	23	33
Men	212	24	82	68	15	23
Women	72	*	24	25	*	10
PERSONS NOT IN LABOUR FORCE	5,774	633	1,682	1,946	938	575
Men	1,228	161	340	401	200	126
Women	4,546	472	1,342	1,545	738	449

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended July 22, 1967

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	13,899	2,302	3,971	1,061	4,066	1,025	1,474
LABOUR FORCE	8,125	1,179	3,831	954	1,211	729	221
Employed	7,841	1,076	3,743	905	1,192	712	213
Unemployed	284	103	88	49	19	17	**
NOT IN LABOUR FORCE	5,774	1,123	140	107	2,855	296	1,253
PARTICIPATION RATE†							
1967—July 22	58.5	51.2	96.5	89.9	29.8	71.1	15.0
June 17	56.7	38.5	96.7	89.0	30.5	72.6	14.9
UNEMPLOYMENT RATE‡							
1967—July 22	3.5	8.7	2.3	5.1	1.6	2.3	**
June 17	3.7	12.6	2.2	5.4	1.7	2.2	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended July 22, 1967

	July 1967	June 1967	July 1966
	(in thousands)		
TOTAL UNEMPLOYED	284	292	244
On temporary layoff up to 30 days	22	13	18
Without work and seeking work	262	279	226
Seeking:			
Full-time work	239	256	205
Part-time work	23	23	21
Under 1 month	94	131	94
1-3 months	105	77	85
4-6 months	30	34	19
More than 6 months	33	37	28

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—June	63.2	683.7	211.7	31.7	220.1	41.2	346.6	770.6	100.8	2,496.3
July	59.2	673.0	220.0	40.8	234.3	41.9	345.6	734.7	100.7	2,482.9
August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May*	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June†	66.6	708.8	233.3	32.4	210.8	44.0	372.9	853.7	110.3	2,654.1
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—June	61.3	668.0	207.9	29.2	207.3	40.2	342.3	747.6	100.0	2,425.2
July	57.3	677.8	212.8	34.3	205.3	40.7	345.3	752.2	100.5	2,448.0
August	61.4	682.0	194.2	35.5	203.0	40.0	346.8	775.6	100.7	2,461.0
September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,595.9
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May*	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June†	66.6	706.7	233.8	35.8	210.3	44.4	374.1	842.1	110.2	2,644.8

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at April 1967, employers in the principal non-agricultural industries reported a total employment of 3,504,911. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965*	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—April	116.7	122.6	95.90	121.0	122.5	99.90
May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March*	118.5	129.1	100.98	122.0	128.4	104.73
April†	119.2	130.6	102.21	121.7	130.0	106.00

*Revised. †Preliminary.

‡Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Apr. 1967	Mar. 1967	Apr. 1966	Apr. 1967	Mar. 1967	Apr. 1966
		(1961=100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	106.2	107.9	108.9	85.51	85.90	79.61
Newfoundland	105.2	108.8	114.2	91.72	91.03	86.21
Prince Edward Island	105.4	101.7	111.1	71.21	73.83	64.13
Nova Scotia	108.6	108.3	108.1	82.93	83.57	76.05
New Brunswick	104.1	107.4	106.3	86.09	86.48	80.93
Quebec	116.5	115.2	114.0	100.35	98.83	94.13
Ontario	123.0	122.4	120.5	105.30	103.89	98.83
Prairie Region	115.4	115.4	110.9	94.92	94.83	89.00
Manitoba	111.3	109.9	106.8	89.79	89.27	84.10
Saskatchewan	113.1	111.6	112.0	94.36	92.46	87.76
Alberta	120.0	121.8	113.9	99.21	100.02	93.43
British Columbia	126.4	125.7	123.1	114.05	112.12	107.97
CANADA	119.2	118.6	116.7	102.21	100.98	95.90
URBAN AREAS						
St. John's	127.7	127.6	132.8	79.72	78.85	75.39
Halifax	111.1	114.0	106.5	84.29	83.83	78.73
Sydney	96.1	97.0	94.3	92.29	96.77	87.82
Moncton	110.6	107.6	107.8	79.45	79.47	72.99
Saint John	104.8	112.1	107.7	83.64	83.95	79.64
Chicoutimi	110.0	108.1	106.4	120.48	117.20	110.55
Montreal	121.9	120.8	118.7	102.14	100.32	95.73
Quebec	113.6	113.5	113.7	86.07	85.07	82.23
Shawinigan	101.5	101.7	108.2	104.72	103.05	105.19
Sherbrooke	114.8	118.7	108.0	86.60	84.28	83.12
Trois-Rivières	117.3	112.4	115.5	93.56	92.09	89.88
Ottawa-Hull	120.4	118.4	113.1	94.77	93.58	88.42
Belleville	114.6	114.5	111.5	88.97	88.34	84.91
Brampton	249.7	248.9	219.8	104.68	104.10	99.71
Brantford	134.3	136.1	130.7	99.47	99.19	94.06
Fort William-Port Arthur	123.3	123.1	124.1	101.98	100.49	97.42
Guelph	133.9	133.1	130.7	94.31	92.89	88.21
Hamilton	121.2	119.7	120.5	108.24	108.27	103.27
Kingston	119.6	120.2	124.4	98.92	101.19	93.41
Kitchener	139.8	140.0	137.8	92.26	90.27	86.76
London	123.7	122.6	119.8	97.40	94.91	91.38
Niagara Falls	109.6	107.2	108.9	100.32	100.19	95.87
Oshawa	136.6	137.3	154.8	119.23	115.20	112.46
Peterborough	132.4	133.0	130.6	108.21	105.94	102.61
Sarnia	135.4	131.5	120.8	137.88	132.39	124.60
Sault Ste. Marie	117.9	117.6	117.6	119.47	117.44	112.16
Sudbury	107.2	107.8	103.2	119.02	122.82	103.63
St. Catharines	135.5	134.2	138.5	113.81	110.75	107.20
Timmins	81.9	83.6	97.8	96.90	93.29	99.69
Toronto	124.4	123.6	121.6	106.32	104.70	99.47
Welland	114.0	113.1	109.8	120.17	117.65	111.24
Windsor	146.3	145.0	147.4	114.06	111.68	112.92
Winnipeg	114.9	113.8	110.3	85.56	85.01	80.14
Regina	113.3	111.9	112.5	92.41	90.42	86.42
Saskatoon	131.5	130.5	121.6	87.38	83.54	80.14
Calgary	131.6	130.7	120.4	98.21	97.00	92.05
Edmonton	125.9	125.9	121.9	93.21	93.61	87.31
Vancouver	126.1	124.9	124.1	109.19	107.56	104.28
Victoria	125.1	125.8	118.8	95.50	93.51	90.52

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
Apr. 1967†	48.8	114.1	1,602.3	809.9	792.4	328.3	635.9	911.8	256.0	551.4	4,448.6
Mar. 1967*	54.5	116.5	1,603.6	810.1	793.5	307.1	625.8	901.4	254.9	542.9	4,406.6
Apr. 1966	47.6	113.7	1,582.6	802.0	780.6	345.0	616.6	891.4	241.3	519.6	4,357.8
NEWFOUNDLAND											
Apr. 1967†	1.6	5.6	9.9	8.3	1.5	7.1	13.3	14.9	1.6	6.1	60.0
Mar. 1967*	2.7	5.6	10.5	8.8	1.6	7.1	13.3	14.5	1.7	6.0	61.3
Apr. 1966	1.9	6.2	11.1	9.4	1.8	9.4	13.4	15.3	1.6	5.6	64.5
PRINCE EDWARD ISLAND											
Apr. 1967†	—	0.1	1.8	1.3	0.4	1.1	2.7	3.5	0.6	1.6	11.2
Mar. 1967*	—	0.1	1.7	1.3	0.4	1.0	2.5	3.5	0.6	1.5	10.9
Apr. 1966	0.1	—	2.1	1.7	0.5	1.2	2.7	3.6	0.5	1.4	11.7
NOVA SCOTIA											
Apr. 1967†	1.2	7.2	31.1	16.5	14.6	11.2	21.5	27.0	6.3	12.1	117.5
Mar. 1967*	1.1	7.3	30.7	15.9	14.8	10.2	22.4	26.6	6.2	11.6	116.0
Apr. 1966	1.8	7.5	32.5	16.5	16.0	11.0	21.5	26.9	5.7	11.2	118.0
NEW BRUNSWICK											
Apr. 1967†	2.8	2.6	24.5	15.2	9.4	8.2	20.4	22.3	4.1	10.1	95.1
Mar. 1967*	3.4	2.4	23.6	14.6	9.0	7.8	23.7	22.1	4.1	9.3	96.4
Apr. 1966	3.7	2.4	24.6	15.8	8.7	11.0	20.2	22.0	4.1	9.3	97.3
QUEBEC											
Apr. 1967†	13.5	25.8	501.3	307.3	194.0	82.7	174.0	235.6	73.1	147.6	1,253.7
Mar. 1967*	14.7	25.6	502.2	308.1	194.1	76.8	165.2	232.4	72.3	145.5	1,234.8
Apr. 1966	9.4	25.9	490.1	302.7	187.4	97.6	167.1	227.7	68.9	139.3	1,226.0
ONTARIO											
Apr. 1967†	9.7	33.4	801.0	351.4	449.6	128.3	210.7	359.2	110.6	217.1	1,870.0
Mar. 1967*	12.1	33.8	803.0	352.3	450.8	117.3	206.2	354.7	110.4	213.0	1,850.6
Apr. 1966	9.1	33.6	794.9	347.5	447.4	125.7	202.1	349.6	104.0	206.7	1,825.7
MANITOBA											
Apr. 1967†	1.0	5.6	46.7	27.1	19.6	12.6	45.1	49.9	11.9	27.0	199.7
Mar. 1967*	1.1	5.6	46.5	27.1	19.4	11.9	44.2	48.9	11.9	26.8	196.9
Apr. 1966	1.0	5.2	44.6	26.9	17.7	11.3	44.7	49.2	11.6	25.9	193.5
SASKATCHEWAN											
Apr. 1967†	0.1	5.1	14.7	9.4	5.2	11.5	25.9	35.7	7.9	16.4	117.2
Mar. 1967*	0.3	5.2	14.6	9.3	5.3	10.5	25.3	35.4	7.8	16.1	115.3
Apr. 1966	0.2	4.9	14.5	9.5	5.0	13.4	25.5	36.2	7.5	16.3	118.6
ALBERTA											
Apr. 1967†	1.7	17.4	51.3	25.7	25.6	29.0	47.3	72.9	15.7	45.2	280.7
Mar. 1967*	1.8	19.9	51.3	25.8	25.5	29.3	47.8	72.5	15.7	46.2	284.5
Apr. 1966	1.8	16.9	46.9	25.6	21.4	28.9	47.0	71.2	13.9	41.3	267.9
BRITISH COLUMBIA											
Apr. 1967†	17.2	9.5	120.1	47.8	72.4	36.3	74.0	90.4	24.3	67.2	439.1
Mar. 1967*	17.4	9.3	119.4	46.9	72.5	34.9	74.1	90.3	24.2	65.9	435.6
Apr. 1966	18.6	9.1	121.3	46.5	74.8	35.2	71.1	89.5	23.5	61.8	430.1

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding;
SOURCE *Estimates of Employees by Province and Industry*, DBS.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Apr. 1967	Mar. 1967	Apr. 1966	Apr. 1967	Mar. 1967	Apr. 1966
		(1961=100)		$	$	$
MINING, INCLUDING MILLING	105.3	107.8	104.6	127.70	127.62	116.80
Metals	102.7	103.4	104.0	128.10	127.83	116.16
Mineral fuels	101.0	102.7	99.0	131.65	129.49	122.67
Non-metals except fuels	109.9	108.9	105.2	117.19	117.98	111.07
Quarries and sand pits	112.3	97.5	117.8	109.31	104.69	102.33
Services incidental to mining	123.5	152.1	114.6	137.37	139.19	122.29
MANUFACTURING	121.7	122.0	121.0	106.00	104.73	99.90
Durable goods	134.1	134.7	133.3	113.38	111.76	107.47
Non-durable goods	111.7	111.8	111.1	98.88	97.93	92.61
Food and beverages	102.8	101.7	103.5	95.27	94.31	87.50
Food	101.9	100.8	103.5	92.23	91.13	84.48
Beverage	108.7	107.3	103.0	113.01	112.92	106.34
Tobacco processing and products	103.7	116.5	90.0	106.19	100.57	102.62
Rubber products	118.1	120.0	122.7	107.20	104.23	102.67
Leather products	98.3	99.7	104.0	68.64	67.83	65.90
Textile products	116.6	118.0	114.2	86.93	85.95	81.36
Knitting mills	111.8	109.9	117.0	66.55	65.64	62.82
Clothing	111.5	114.2	113.8	63.11	63.28	60.76
Wood products	106.5	107.6	110.3	94.78	93.59	87.36
Furniture and fixtures	128.8	126.6	130.5	85.94	84.58	80.33
Paper and allied industries	116.4	116.4	114.6	123.56	123.23	117.82
Printing, publishing and allied industries	113.1	112.1	109.6	114.12	113.38	107.16
Primary metal industries	124.5	124.7	123.1	127.42	128.80	118.32
Metal fabricating industries	133.9	133.6	134.3	111.83	109.41	105.27
Machinery, except electrical	153.5	155.2	146.2	120.27	119.00	114.87
Transportation equipment	150.8	154.1	152.9	121.41	116.70	118.13
Electrical products	146.2	147.3	137.4	108.15	107.15	103.79
Non-metallic mineral products	117.7	116.0	124.6	113.58	111.03	105.33
Petroleum and coal products	100.7	99.3	97.2	155.18	151.03	148.52
Chemicals and chemical products	119.3	118.4	117.2	120.80	120.90	112.90
Miscellaneous manufacturing industries	131.3	130.8	127.4	92.74	91.76	86.84
CONSTRUCTION	118.5	112.9	121.6	132.61	125.85	118.69
Building	125.7	120.4	123.9	129.19	120.27	114.92
Engineering	104.4	98.3	117.0	140.66	139.21	126.34
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	107.6	105.7	103.6	111.09	110.63	103.78
Transportation	103.8	101.2	99.2	110.45	110.19	102.92
Storage	112.0	108.8	113.0	96.54	92.78	92.06
Communication	118.3	117.7	114.3	106.38	106.06	99.88
TRADE	122.5	121.6	119.7	81.01	80.24	76.56
Wholesale trade	117.9	117.7	114.7	101.07	99.41	95.21
Retail trade	125.1	123.9	122.6	70.43	70.06	66.43
FINANCE, INSURANCE AND REAL ESTATE	123.7	123.4	118.6	99.16	99.17	93.04
Financial institutions	126.3	126.2	122.2	94.78	95.50	89.96
Insurance and real estate	120.1	119.6	113.5	105.37	104.38	97.73
SERVICE	146.1	143.7	133.6	74.26	74.20	69.54
Recreational services	129.2	124.1	123.9	65.40	63.18	59.46
Business services	163.5	163.3	149.5	114.75	115.06	107.34
Personal services	136.4	133.4	125.6	54.74	54.82	52.78
Miscellaneous services	166.0	164.7	147.3	80.38	79.04	74.45
Services to buildings and dwellings	202.7	202.3	181.8	52.70	51.61	51.17
INDUSTRIAL COMPOSITE	119.2	118.6	116.7	102.21	100.98	95.90

*Latest figues subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1967	Mar. 1967	Apr. 1966	Apr. 1967	Mar. 1967	Apr. 1966	Apr. 1967	Mar. 1967	Apr. 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.9	42.1	41.6	2.80	2.80	2.56	117.30	117.98	106.52
Metals	41.3	41.5	41.0	2.93	2.92	2.67	121.13	121.03	109.22
Mineral fuels	41.0	42.3	41.7	2.40	2.30	2.25	98.19	97.14	93.71
Non-metals, except fuels	42.6	42.8	42.2	2.59	2.61	2.48	110.38	111.70	104.53
Quarries and sand pits	47.9	44.9	47.3	2.24	2.24	2.06	107.28	100.42	97.30
Services incidental to mining	43.4	43.6	42.3	3.05	3.12	2.69	131.87	136.09	113.53
MANUFACTURING	40.4	40.1	41.0	2.38	2.37	2.23	96.42	95.02	91.72
Durable goods	41.1	40.6	41.6	2.56	2.54	2.41	104.98	103.10	100.39
Non-durable goods	39.8	39.6	40.4	2.20	2.19	2.04	87.55	86.64	82.73
Food and beverages	40.2	40.0	40.3	2.13	2.11	1.95	85.70	84.39	78.62
Foods	40.1	39.9	40.1	2.07	2.04	1.89	82.94	81.48	75.91
Beverages	40.9	40.9	41.6	2.58	2.58	2.38	105.51	105.32	99.31
Tobacco processing and products	37.1	37.9	37.9	2.58	2.39	2.48	95.59	90.40	94.21
Rubber products	40.8	39.8	41.8	2.42	2.38	2.30	98.90	94.87	96.32
Leather products	38.3	38.0	39.5	1.63	1.63	1.53	62.32	61.70	60.21
Textile products	41.3	40.8	41.9	1.84	1.85	1.70	75.92	75.48	71.35
Miscellaneous textiles	40.2	40.0	40.2	1.61	1.67	1.57	64.95	66.88	63.03
Knitting mills	40.1	39.6	41.1	1.46	1.45	1.37	58.52	57.50	56.32
Clothing	36.0	36.2	37.5	1.57	1.57	1.47	56.59	56.92	55.03
Wood products	40.5	40.1	40.4	2.24	2.22	2.08	90.52	89.10	83.91
Furniture and fixtures	41.7	41.4	42.0	1.90	1.87	1.78	79.05	77.47	74.63
Paper and allied industries	41.3	41.3	41.9	2.80	2.79	2.64	115.39	115.29	110.88
Pulp and Paper mills	41.3	41.5	42.1	3.06	3.06	2.90	126.19	126.85	122.01
Printing, publishing and allied industries	39.2	39.1	39.2	2.87	2.86	2.71	112.40	111.68	106.25
Primary metal industries	40.6	41.0	40.9	2.92	2.95	2.73	118.43	121.02	111.52
Iron and steel mills	40.3	41.2	40.4	3.08	3.10	2.89	124.04	127.90	116.65
Metal fabricating industries	41.6	40.9	42.2	2.53	2.49	2.35	105.23	102.06	99.41
Machinery, except electrical	41.8	41.6	42.8	2.69	2.66	2.54	112.24	110.72	108.48
Transportation equipment	40.8	39.4	41.5	2.78	2.73	2.68	113.52	107.44	111.27
Aircraft and parts	41.5	41.3	42.2	2.71	2.67	2.58	112.28	110.47	108.84
Motor vehicles	40.8	38.7	41.4	2.88	2.82	2.78	117.27	109.07	114.85
Assembling	41.1	37.8	41.3	3.07	3.01	2.94	126.29	113.48	121.39
Parts and accessories	40.4	39.6	41.6	2.77	2.72	2.68	111.62	107.41	111.46
Shipbuilding and repairing	40.5	38.9	41.7	2.64	2.61	2.56	106.82	101.56	106.83
Electrical products	40.5	40.3	41.1	2.31	2.30	2.22	93.63	92.72	91.41
Communications equipment	40.3	40.4	40.7	2.23	2.23	2.13	89.95	90.17	86.50
Non-metallic mineral products	42.7	42.4	43.1	2.45	2.46	2.30	104.56	104.22	99.20
Petroleum and coal products	41.9	41.8	43.2	3.43	3.28	3.18	143.46	137.01	137.09
Chemical and chemical products	41.0	40.9	41.5	2.55	2.58	2.37	104.60	105.72	98.81
Miscellaneous manufacturing industries	40.6	40.2	41.2	1.95	1.93	1.81	78.93	77.70	74.54
CONSTRUCTION	41.2	39.0	41.7	3.17	3.14	2.79	130.79	122.52	116.35
Building	40.1	37.5	39.9	3.18	3.11	2.82	127.45	116.61	112.67
General contractors	39.6	37.3	39.9	3.06	3.02	2.73	121.07	112.70	109.36
Special trade contractors	40.5	37.6	39.8	3.28	3.18	2.91	132.76	119.75	115.85
Engineering	44.0	42.8	45.6	3.16	3.20	2.72	138.85	137.22	124.18
Highways, bridges and streets	43.7	42.4	43.5	2.51	2.47	2.30	109.79	104.61	99.83
Other engineering	44.2	43.1	47.0	3.55	3.58	2.99	156.67	154.39	141.07
OTHER INDUSTRIES									
Urban transit	42.5	42.7	42.3	2.85	2.86	2.57	121.23	121.85	108.68
Highway and bridge maintenance	40.1	41.5	39.4	2.16	2.16	1.95	86.60	89.69	77.05
Laundries, cleaners and pressers	39.1	38.7	39.4	1.40	1.39	1.30	54.75	53.73	51.31
Hotels, restaurants and taverns	33.9	34.2	35.0	1.38	1.38	1.30	46.77	47.14	45.63

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average:					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
Last Pay Period in					
1966—April	41.0	2.23	91.72	123.2	111.0
May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March*	40.1	2.37	95.02	127.6	111.6
April†	40.4	2.38	96.42	129.5	113.0

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	Apr. 1967	March 1967	Apr. 1966	Apr. 1967	March 1967	Apr. 1966
				$	$	$
Newfoundland	41.4	40.6	42.2	2.06	2.15	1.90
Nova Scotia	40.6	40.4	41.1	1.96	2.01	1.85
New Brunswick	41.7	41.4	41.5	2.01	2.01	1.88
Quebec	41.2	40.8	42.0	2.14	2.12	1.99
Ontario	40.4	40.1	41.0	2.50	2.48	2.36
Manitoba	39.5	39.5	40.0	2.10	2.08	1.89
Saskatchewan	39.4	39.0	39.3	2.42	2.40	2.25
Alberta and Northwest Territories	39.5	39.4	39.6	2.44	2.39	2.26
British Columbia and Yukon Territory	38.0	38.0	37.9	2.95	2.95	2.76

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*. For further information regarding the nature of the data see Technical Note, page 675.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—April	4,694,000	4,201,700	492,300
March	4,750,000	4,206,200	543,800
February	4,681,000	4,129,200	551,800
January	4,684,000	4,152,100	531,900
1966—December	4,633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600
April	4,465,000	4,051,100	413,900

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, May 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	94,513	2,543,776
Prince Edward Island	17,712	426,204
Nova Scotia	89,505	2,117,254
New Brunswick	88,904	2,243,391
Quebec	466,271	12,035,001
Ontario	405,223	9,994,427
Manitoba	53,632	1,321,902
Saskatchewan	37,068	923,339
Alberta	57,099	1,467,072
British Columbia, Yukon Territory	161,274	4,119,158
Total, Canada, May 1967	1,471,201	37,191,524
Total, Canada, April 1967	1,841,889	47,212,298
Total, Canada, May 1966	1,252,011	29,958,606

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, May 1967

	Claims Filed at Local Offices			*Disposal of Claims and Claims Pending at the End of the Month*			
Province	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	4,124	3,593	531	4,754	3,876	878	1,116
Prince Edward Island	750	597	153	947	817	130	115
Nova Scotia	4,353	3,481	872	4,622	3,589	1,033	1,026
New Brunswick	5,395	4,478	917	6,070	4,885	1,185	1,143
Quebec	42,456	30,061	12,395	43,741	33,633	10,108	12,774
Ontario	36,136	26,151	9,985	37,927	28,227	9,700	10,565
Manitoba	3,136	2,542	594	3,452	2,655	797	619
Saskatchewan	1,817	1,537	280	2,337	1,727	610	341
Alberta	4,742	3,837	905	6,024	4,413	1,611	843
British Columbia, Yukon Territory	13,960	10,069	3,891	15,321	11,152	4,169	3,916
Total, Canada, May 1967	116,869	86,346	30,523	125,195	94,974	30,221	32,458
Total, Canada, April 1967	148,191	110,712	37,479	167,459	136,175	31,284	40,784
Total, Canada, May 1966	91,021	67,541	23,480	98,694	73,323	25,371	29,231

*In addition, revised claims received numbered 31,394.

†In addition, 31,657 revised claims were disposed of. Of these 3,187 were special requests not granted and 1,404 were appeals by claimants. There were 6,876 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 31, 1967

Province and sex	*Total Claimants*	*Number of Weeks on Claim (based on 20 per cent sample)*				*Total Claimants*	
		1-4	*5-13*	*14-26*	*27 or more**	*April 28, 1967*	*May 31, 1966*
CANADA	281,075	94,321	83,698	76,014	27,042	492,294	217,610
Male	185,534	64,601	58,305	48,812	13,816	356,096	140,888
Female	95,541	29,720	25,393	27,202	13,226	136,198	76,722
NEWFOUNDLAND	12,276	3,228	4,010	3,912	1,126	28,850	7,843
Male	10,623	2,837	3,654	3,291	841	26,263	6,632
Female	1,653	391	356	621	285	2,587	1,211
PRINCE EDWARD ISLAND	1,581	444	367	660	110	5,297	872
Male	1,159	302	291	489	77	4,236	532
Female	422	142	76	171	33	1,061	340
NOVA SCOTIA	12,925	3,051	3,835	4,379	1,660	30,947	11,032
Male	9,657	2,279	3,083	3,270	1,025	25,327	8,070
Female	3,268	772	752	1,109	635	5,620	2,962
NEW BRUNSWICK	13,272	2,990	4,107	4,639	1,536	31,311	10,342
Male	10,245	2,365	3,462	3,570	848	25,565	7,716
Female	3,027	625	645	1,069	688	5,746	2,626
QUEBEC	100,607	36,684	31,550	24,824	7,549	158,282	76,628
Male	73,854	27,454	24,402	18,097	3,901	122,190	54,660
Female	26,753	9,230	7,148	6,727	3,648	36,092	21,968
ONTARIO	82,890	28,164	23,961	21,830	8,935	137,494	62,871
Male	44,581	16,220	13,034	11,167	4,160	83,171	33,545
Female	38,309	11,944	10,927	10,663	4,775	54,323	29,326
MANITOBA	8,337	2,764	2,214	2,443	916	16,540	8,594
Male	4,434	1,435	1,233	1,278	488	11,668	5,261
Female	3,903	1,329	981	1,165	428	4,872	3,333
SASKATCHEWAN	5,218	1,347	1,360	1,894	617	12,856	4,780
Male	3,024	732	806	1,125	361	9,467	2,512
Female	2,194	615	554	769	256	3,389	2,268
ALBERTA	11,690	3,987	3,489	3,105	1,109	19,485	9,983
Male	7,778	2,806	2,486	1,999	487	14,389	6,294
Female	3,912	1,181	1,003	1,106	622	5,096	3,689
BRITISH COLUMBIA	32,279	11,662	8,805	8,328	3,484	51,232	24,665
Male	20,179	8,171	5,854	4,526	1,628	33,820	15,666
Female	12,100	3,491	2,951	3,802	1,856	17,412	8,999

*The bulk of the cases in this group were on claim from 27-39 weeks.
NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949=100)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—July	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of July 1967

	All-Items									
	July 1966	*June 1967*	*July 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949=100)				
St. John's, Nfld.*	126.3	129.2	129.4	125.3	122.1	126.9	126.8	179.7	154.2	120.4
Halifax	138.5	140.7	141.4	139.3	139.7	140.2	143.4	184.1	188.7	130.0
Saint John	140.9	144.4	144.6	142.7	138.7	142.1	153.0	212.3	173.5	131.1
Montreal	142.2	147.6	149.0	153.0	144.8	125.1	183.0	198.9	172.0	131.8
Ottawa	144.4	147.0	147.9	150.4	142.8	136.6	168.9	197.0	161.9	136.0
Toronto	147.2	150.7	151.7	146.5	152.7	140.0	159.9	189.1	205.4	132.4
Winnipeg	139.2	145.0	145.8	145.5	135.2	143.5	150.3	208.5	164.7	146.0
Saskatoon-Regina	136.1	139.4	140.2	145.3	133.0	143.7	141.2	166.9	160.6	129.3
Edmonton-Calgary	134.5	139.5	140.7	139.7	135.3	141.5	142.6	194.2	160.2	126.2
Vancouver	138.5	143.5	144.1	143.0	144.5	134.3	154.4	174.5	162.2	126.9

*St. John's index on the base June 1951=100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 676.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Months or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—July	62	108	83,195	812,720	0.65
August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151 690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24

*Preliminary

TABLE G-2—Strikes and Lockouts, July 1967, by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	—	—	—
Manufacturing	63	19,847	165,200
Construction	22	14,782	134,780
Transportation and utilities	6	442	1,580
Trade	4	195	4,160
Finance	—	—	—
Service	8	209	4,430
Public administration	1	14	280
ALL INDUSTRIES	104	35,489	310,430

TABLE G-3—Strikes and Lockouts, July 1967, by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	73	70
Prince Edward Island	—	—	—
Nova Scotia	6	555	6,530
New Brunswick	2	185	3,780
Quebec	29	15,160	101,610
Ontario	48	18,536	188,200
Manitoba	5	464	5,830
Saskatchewan	2	83	210
Alberta	2	278	1,780
British Columbia	8	143	2,180
Federal	1	12	240
ALL JURISDICTION	104	35,489	310,430

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			July	*Accumulated*		
MANUFACTURING						
Food and Beverages						
Seven-Up Montreal Ltd., Montreal, Que.	Brewery Workers Loc. 239 (AFL-CIO/CLC)	137	3,740	5,380	June 15 —	Wages—
Coopérative Dorchester, St. Anselme, Cté Dorchester, Que.	Chemical Workers Loc. 742 (AFL-CIO/CLC)	174	470	470	July 19 July 24	Alleged grievances—Return of workers when court injunction issued.
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,160	28,940	Nov. 21 —	Wages, union security, bonding of employees—
Glendale Spinning Mills Ltd., Hamilton, Ont.	Textile Workers' Union Loc. 1070 (AFL-CIO/CLC)	340	6,800	34,910	Mar. 6 —	Signing a new agreement—
Uniroyal (1966) Ltd., Lindsay, Ont.	Rubber Workers Loc. 795 (AFL-CIO/CLC)	159	250	250	July 10 July 14	Dismissal of one worker—Return of workers.
Wood						
Fortin Lumber Inc., Launay, Desboues Ch. Matagami, Amos, Que.	Building and Woodworkers' Federation (CNTU)	122	2,440	5,180	May 31 —	Wages, hours, vacations—
Furniture and Fixtures						
Art Woodwork Ltd., Montreal, Que.	Building and Woodworkers' Federation (CNTU)	227	2,720	4,420	June 21 July 20	Wages—35¢ an hr. increase over a 30 mos. contract; other improved benefits.
Paper						
Domtar Pulp & Paper Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 77 (AFL-CIO/CLC)	390	520	520	July 2 July 3	Dissatisfaction over progress of negotiations—Return of workers.
Barber Ellis of Canada Ltd., Brantford, Ont.	Auto Workers Loc. 397 (AFL-CIO/CLC)	181	2,830	2,830	July 10 —	Wages—
Printing and Publishing						
The Star, Telegram & Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,980	328,380	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Reynolds Aluminum Co. of Canada Ltd., Cap de la Madeleine, Que.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	630	12,600	12,600	July 3 —	Wages, hours, fringe benefits—
Atlas Steel Co. Ltd., Tracy, Que.	Steelworkers Loc. 6403 (AFL-CIO/CLC)	245	3,910	3,910	July 10 —	Management rights, sub-contracts, overtime, seniority—
Grinnell Co. of Canada, Toronto, Ont.	Steelworkers, Loc. 2835 (AFL-CIO/CLC)	172	1,890	1,890	July 17 —	Wages, hours, fringe benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1967 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			July	Accumulated		
Metal Fabricating						
Emco Ltd., London, Ont.	Steelworkers Loc. 2699 (AFL-CIO/CLC)	350	7,000	17,590	May 18 —	Delay in signing contract—
Eaton Yale & Towne Inc., St. Catharines, Ont.	U.E. Loc. 535 (Ind.)	123	2,460	5,290	May 31 —	Wages, fringe benefits, seniority—
Machinery						
Smith Corona Machines, Scarborough, Ont.	U.E. Loc. 514 (Ind.)	270	5,400	27,270	Mar. 8 —	Wages in a new agreement—
Pierre Thibeault Co. Ltd., Pierreville, Que.	Auto Workers Loc. 1362 (AFL-CIO/CLC)	142	850	8,510	Apr. 17 July 12	Not reported—Return of workers.
Canadian Timken Co. Ltd., St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	9,360	13,100	June 21 —	Wages in a new agreement—
Burroughs Business Machines Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	183	730	730	July 4 July 10	Wages, overtime, cost-of-living bonus—Return of workers pending further negotiations.
Transportation Equipment						
Lucas-Rotax Ltd., Montreal, Que.	Machinists Loc. 423 (AFL-CIO/CLC)	152	660	5,270	May 18 July 10	Wages—Wage increases from 39¢ to 57¢ an hr. over 30 mos. contract; other improved benefits.
Fruehauf Trailer Co., Cooksville, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	323	6,460	9,530	June 19 —	Wages—
Heatex Ltd., LaSalle, Que.	Metal Trades' Federation (CNTU)	148	2,960	3,260	June 28 —	Wages—
Electrical Products						
Northern Electric Co., Montreal and area, Que.	Northern Electric Employees (Ind.)	10,350	41,400	315,250	May 25 July 10	Wages—Wage increases of 24% for hourly paid employees and 24.2% for office employees over a 3-yr. contract; 2 additional statutory holidays.
Hupp Canada Ltd., L'Assomption, Que.	Machinists Loc. 1148 (AFL-CIO/CLC)	268	4,020	4,020	June 9 July 3	Wages, hours—55¢ an hr. wage increases over a 3-yr. contract; reduction in hours from 45 to 40.
Moffats Ltd., Weston, Ont.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	500	1,000	1,000	July 13 July 17	Suspension of 22 workers—Return of workers.
Kelvinator Canada Ltd., London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	250	520	520	July 26 July 28	Incentive bonus rates—Return of workers.
Non-Metallic Mineral Products						
Siporex, Co., Delson, Que.	Chemical Workers Loc. 602 (AFL-CIO/CLC)	136	2,580	8,560	Apr. 29 July 29	Wages—55¢ an hr. increase over a 3-yr. contract; other improved benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1967 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			July	*Accumulated*		
Canadian Johns-Manville Co., Port Union, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	506	680	22,940	May 1 July 5	Wages—Wage increases.
Petroleum and Coal Products						
Various oil distributors, Various locations, Ont.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	231	2,770	2,770	July 14 —	Wages—
Chemical Products						
Les Industries Valcartier Inc., Valcartier, Que.	Steelworkers Loc. 7114 (AFL-CIO/CLC)	470	5,480	5,480	July 15 —	Job evaluation, seniority, grievances, management rights, statutory holidays, vacations, wages, hours, working conditions—
Cominco Ltd., Calgary, Alta.	Chemical Workers Loc. 465 & I.B.E.W. Loc. 254 (AFL-CIO/CLC)	183	120	120	July 31 —	Wages—
Miscellaneous Manufacturing						
The Arborite, Co., LaSalle, Que.	Pulp and Paper Mill Workers Loc. 658 (AFL-CIO/CLC)	306	6,120	17,450	May 10 —	Wages—
CONSTRUCTION						
Centrale Nucléaire de Gentilly, Gentilly, Que.	Labourers Loc. 617 (AFL-CIO/CLC)	271	5,420	17,750	Apr. 27 —	Wages, fringe benefits—
Hydro Electric Power Commission of Ontario, Various locations, Ont.	Various unions	2,904	26,140	156,020	May 1 July 17	Union membership, union security—Settlement terms not reported.
Various structural steel contractors, Various locations, Ont.	Structural Iron Workers various locals (AFL-CIO/CLC)	3,306	51,850	89,960	May 10 —	Wages, hours, fringe benefits—
Various construction contractors, Various locations in Metro Toronto, Ont.	Labourers Locs. 183 & 506 (AFL-CIO/CLC)	3,500	20,210	141,210	May 12 July 10	Wages, hours—Wage increase; reduction in working hours, other improved benefits.
Various construction contractors, St. Maurice region, Que.	Building and Woodworkers' Federation (CNTU)	1,250	5,000	47,500	May 15 July 10	Wages, hours in a new agreement —Wage increase of $1.05 an hr. over a 3-yr. contract; progressive reduction in hrs. from 44 to 40.
Winnipeg Builders' Exchange, Winnipeg, Man.	Carpenters Loc. 343 (AFL-CIO/CLC)	375	4,500	10,880	June 8 July 20	Wages—70¢ an hr. increase over a 2-yr. agreement.
Various construction contractors, Various locations, Ont.	Bricklayers various locals (AFL-CIO/CLC)	793	3,170	11,100	June 19 July 10	Wages, other benefits—25¢ an hr. increase immediately, 20¢ an hr. Nov. 1, 1967, 20¢ May 1, 1968, 20¢ Nov. 1, 1968; increased vacation pay.
Hardwood Flooring Contractors Association, Toronto and area, Ont.	Unorganized	212	640	1,490	June 27 July 7	Wages—Wage increase; 4% vacation pay.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers July 1967 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			July	*Accumulated*		
Brown & Root Limited, Donkin Highway, Glace Bay, N.S.	Structural Iron Workers Loc. 752 (AFL-CIO/CLC)	191	760	760	July 7 July 14	Alleged unjust lay-off of one worker-Return of workers pending investigation.
Halifax-Dartmouth Construction Assoc., Various locations Halifax-Dartmouth area, N.S.	Bricklayers Loc. 1 (AFL-CIO/CLC)	200	2,800	2,800	July 12 —	Wages—
Kingston Builders' Exchange, Kingston and area, Ont.	Plasterers Loc. 10 (AFL-CIO/CLC)	150	750	750	July 17 July 24	Union agreement — Wage increases; older workers to be hired in ratio of one in five hirings, other improvements.
Hydro Electric Power Commission, Lambton Generating Station, Courtright, Ont.	Carpenters Loc. 1592 (AFL-CIO/CLC)	880	9,680	9,680	July 17 —	Disagreement over a clause in new contract—
Bridge & Tank Ltd., & Fraser Brace Engineering, Frood Stobie Mine, Sudbury, Ont.	Various unions	337	460	460	July 27 July 31	Non-union sub-contractor on job —Return of workers.
TRANSPORTATION & UTILITIES						
Transportation						
Hamilton Street Railway, Hamilton, Ont.	Amalgamated Transit Workers Division 107	400	800	800	July 20 July 22	Wages—61¢ an hr. increase for drivers, 76¢ an hr. for mechanics over a 2-yr. contract.
TRADE						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,530	8,200	May 29 —	Union recognition—
SERVICE						
Services to Business						
Dominion Electric Protection Co., Toronto and Hamilton Ont.	I.B.E.W. Loc. 636 (AFL-CIO/CLC)	114	2,950	3,860	June 21 —	Delay in signing contract—

Technical Note to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Average Weekly Wages and Salaries" (Employment Section, Labour Division, DBS). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, DBS (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the government agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

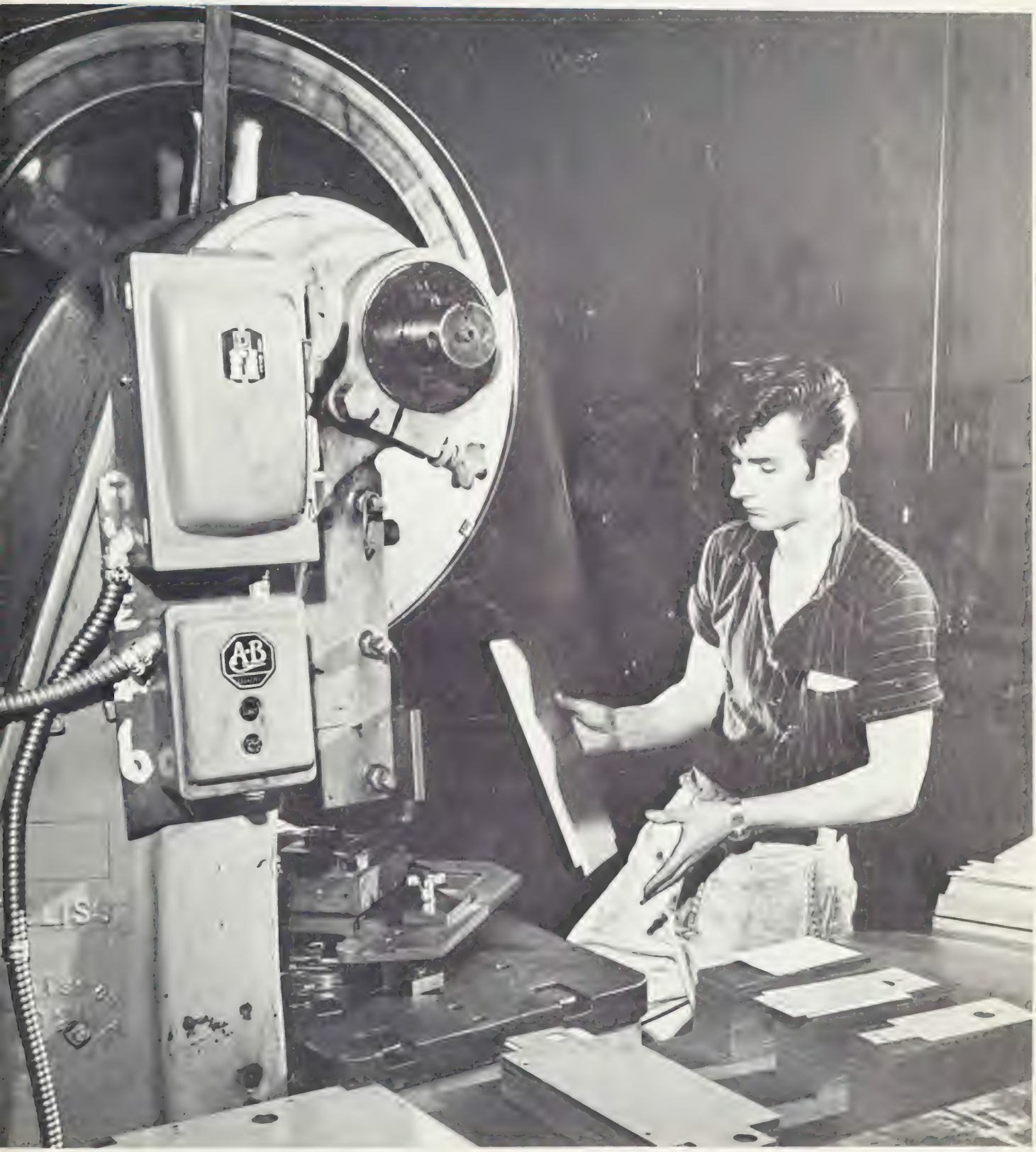
Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

Publications

labour gazette

Canada Department of Labour/November 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1966. (Bilingual). Price $1.00, Cat. No. L2-15/1966.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries. (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Cover Photograph

An employee cuts stainless steel sections at an electric range manufacturing plant in Toronto. An article dealing with working conditions in Canadian industry appears on p. 686 of this issue.

NFB photo

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50 Years Ago

From the Labour Gazette, November 1917

Prices of staple foods, fuel, lighting and rent in October 1917 were compared with prices of similar items in 1900 and 1914

The weekly cost of a family budget for staple foods, fuel and lighting, and rent at the average prices prevailing in 60 cities in Canada in 1900 was $9.38. In 1914 it had risen to $14.31, and by October 1917 it had reached $18.82. The figures given are those published in this journal in November 1917.

An examination of the individual components of this family budget shows that two pounds of beef sirloin steak, which cost 27.2 cents in 1900, cost 48.8 cents in 1914. By October 1917 the cost was 62.8 cents.

A pound of fresh pork, which could be bought for 12.2 cents in 1900, cost 20.2 cents in 1914. In October 1917 the price was 32.7 cents. Prices of breakfast bacon were: 1900-15.4 cents; 1914-25.9 cents; and October 1917-43.2 cents.

Fresh eggs were 25.7 cents a dozen in 1900, 34.4 cents in 1914 and 54.7 cents in October 1917. Six quarts of milk could be bought for 36.6 cents in 1900, 52.8 cents in 1914, and 64.8 cents in October 1917.

The price of a pound of creamery butter was 25.5 cents in 1900, 33.7 cents in 1914, and 50.6 cents in October 1917. Fifteen pounds of white bread cost 55.5 cents in 1900, 64.5 cents in 1914, and 109.5 cents in October 1917.

The price of coffee remained comparatively constant. A quarter of a pound cost 8.6 cents in 1900, 10.8 cents in 1914, and 10.1 cents in October 1917. During the 17-year period, the price of a quarter of a pound of black tea was 8.2 cents at the beginning and 12.4 cents at the end.

Potatoes ranged from 24.1 cents for two pecks in 1900, to 41 cents in 1914, and 56.7 cents in October 1917. A half pound of laundry starch cost 2.9 cents in 1900 and 4.4 cents in October 1917.

Anthracite coal cost 39.5 cents for 1/16 of a ton in 1900 ($6.32 a ton). In 1914 it had risen to 54 cents ($8.64 a ton), and in October 1917 to 69.4 cents ($11.10 a ton). A 1/16 of a cord of hardwood could be bought for 32.5 cents in 1900 ($4.20 a cord), for 42.5 cents in 1914 ($6.80 a cord), and for 57.3 cents ($9.16 a cord) in October 1917.

Coal oil changed very little in price, varying from 24 cents a gallon in 1900 to 25.8 cents in October 1917, though it had dropped to 21 cents in 1912.

Rent for the family was estimated at $2.37 a week in 1900, $4.65 in 1914 and $4.47 in October 1917.

The average cost of food staples in the family budget in 1900 varied from $4.81 in Prince Edward Island to $6.90 in British Columbia. The second-best province in which to buy inexpensive food was Ontario, where the food budget was $5.01 a week.

By 1914, the cost of this package of food was $6.69 in Prince Edward Island, $7.16 in Quebec and $7.48 in Ontario. British Columbia, where the cost was $9.12, was still the most expensive. In October 1917, the cost of the food staples was $10.31 in Prince Edward Island and $11.13 in Manitoba, the next inexpensive province for these articles. In British Columbia it was $12.42, and in Nova Scotia—the second most expensive province—it was $11.92.

In October 1917, leaving out Prince Edward Island, Manitoba and British Columbia, the variation from province to province was slight, ranging from $11.57 in Quebec to $11.92 in Nova Scotia.

For many individual items of food, the variation in price from province to province was not large. Prime rib roast of beef, for example, varied in price from 24.5 cents in Quebec to 26.9 cents in Nova Scotia and 27 cents in Saskatchewan.

For bacon, the variations were somewhat larger, prices ranging from 38 cents in Nova Scotia, 40.5 cents in Quebec, 43.3 cents in New Brunswick, and 42.3 cents in British Columbia, to 46.3 cents in Saskatchewan and 46.5 cents in Manitoba. New-laid eggs varied quite widely in price, ranging from 45 cents a dozen in Manitoba, and 51.3 cents in Saskatchewan, to 55.6 cents in Quebec and 71.7 cents in British Columbia.

Potatoes ranged from $1.43 for a 90-lb bag in Manitoba and $1.48 in Saskatchewan, to $1.78 in British Columbia and $2.50 in Quebec.

Coal also varied widely in price from province to province, and there were large differences between the prices of domestic bituminous coal and anthracite coal. In Sydney, N.S., bituminous coal was $4.80 a ton and anthracite was $16.80. In Alberta, bituminous coal averaged $5.75 a ton and anthracite $6.63. In Ontario, the average price of bituminous coal was $9.52 and that of anthracite $9.60. In Saskatchewan, bituminous averaged $8.75 and anthracite $14.63.

Except in Saskatchewan and Alberta, house rents did not vary greatly across the country. The rent of a six-room house, without "sanitary conveniences," was $15.19 a month in Quebec and $15.50 in New Brunswick. This compared with the highest rents of $17.60 in Nova Scotia, $17.08 in British Columbia and $18.27 in Ontario. In Saskatchewan and Alberta, however, the rent of this type of house averaged $22.50 and $22.25 respectively.

For a six-room house without sanitary conveniences, the average rent varied from $10.57 in Quebec and $11.10 in Nova Scotia, to $13.63 in Alberta and $14.30 in British Columbia.

Women Railway Employees

In some places, the shortage of men led the railway companies to employ women. In Toronto, the Canadian Pacific Railway engaged a number of women as oilers, and in Stratford, a number of women and girls were employed in the Grand Trunk car shops.

Women were also working in some other establishments that usually employed men. This journal reported that in Vancouver, "owing to the completion of contracts, the number of women employed in one machine shop was greatly reduced." In Ontario, "a piano company, owing to the scarcity of skilled mechanics, engaged some women who were being trained in work formerly performed by men."

26th Annual CAALL Conference

More than 100 senior labour officials of the federal, provincial and territorial Governments met in Ottawa September 11 to 13 for the 26th Annual Conference of the Canadian Association of Administrators of Labour Legislation.

George V. Haythorne, Association President and Deputy Minister of the Department, acted as conference chairman.

Labour Minister Nicholson welcomed delegates to the CAALL meeting, and praised the Association for its importance and value. He said it is "the only organization in the country in which senior labour officials can freely and frankly discuss matters of common concern."

Mr. Nicholson said that the Department was fully cognizant of the fact that methods of dealing with industrial relations problems should be reappraised in the light of change. He believes that free collective bargaining is the most democratic and effective method of settling differences, and that the Government's role is to assist and give leadership in developing ways to make collective bargaining more effective.

He urged better communication between all the parties involved in industrial relations, and he said that, as more white-collar workers turn to collective bargaining, the climate of industrial relations was bound to change.

The Government, he said, was having more discussions with management and unions, and these were proving valuable and productive. As an example, he cited the many discussions concerning the new Labour Standards Code, particularly with respect to the hours-of-work provisions. "Slowly but surely, practical ways of meeting the requirements of the Code are being worked out by an increasing number of industries."

He told delegates that another new piece of legislation, the Canada Labour (Safety) Code, is relying heavily on consultation for its implementation and success. There would be considerable informal consultations with labour and management to develop a model safety code, he concluded, as well as extensive consultation with safety authorities in all the provinces.

HON. IVAN C. RAND

"Picket lines may spring up against almost any view on a controversial public question," Hon. Ivan C. Rand, Ontario Royal Commission on Labour Disputes, told the delegates. "Apart from such demonstrations by the immature or the mildly lunatic fringe, they are largely a protest against what is felt to be unfairness in the sharing of material values." Through the absence of specific criteria for judgment, he said, that question involves the greatest difficulties of determination. And with equality of distribution, and arbitral or administrative decree being rejected, the result is a coerced acceptance through economic conflict.

"Suggestions are made . . . that wage increases must go on without end, unrelated to production, to the general economy, to guidelines, to inflation, almost in fact to everything except the arbitrary demand for more. We have too much intelligence in labour leadership to have such assertions treated as final and definitive." But, he added, the question of criteria for determining distribution persists.

"It is not difficult to detect the main source of intimidating attitudes between employers and employees: it is the pressures upon property." Universal education has dissipated many ideas which previous generations had accepted, he said, and this liberation of thinking has raised questions concerning the present disparity of possessions.

Judge Rand believes that competitive profit-making can be incompatible with integrity and social responsibility, and that it threatens the maintenance of ethical standards generally. "Since 'business' has become the chief 'business' of the state, the example it sets tends to permeate the whole community. Its merit is the scope and stimulation it gives to individual action and resourcefulness . . . but its inseparable accompaniment is a generalized resentment against restriction or imposition, which in turn generates a hardness and hostility of attitude presently saturating western society."

The one misfortune that would reduce this country to social degradation, he said, is the destruction of moral values, honesty, integrity, and loyalty to the intuitions of justice and good will. He quoted Dr. Glenn I. Seaborg, chairman of the Atomic Energy Commission, whose words appeared in the July 15 issue of *Saturday Review* magazine: "When we are less likely to be in competition with one another, much of the hypocrisy of society will vanish and more honest relations will be formed. And, finally, when we can walk down the street—anywhere in the world—in a community free from want, where every human being has a sense of dignity not gained at the expense of others, we might not only walk free from fear but with a great feeling of exaltation."

Judge Rand reflected that apart from racial conflicts, the issues of labour and management have, in many respects, become the dominant problems of democratic government, and that the solution of the one ensures substantially the solution of the other.

"What we see formed and forming before us is a democratic society fashioned and supported by social functions, tending to monopoly, performed by huge collectivities of capital and labour. The convenience, health and security, and at times the necessities of communities, are seen to be put in fee to these groups; our modes and standards of living . . . have been brought under subjection to their policies and action." And since labour and capital, in the broad view, have been entrusted with the task of maintaining the economic life of the country, the interest of the public becomes increasingly obvious."

In this assumption of social trusteeship,

Ministers and Deputy Ministers Attending

Provincial ministers attending the conference were: Hon. Obie Baizley, Minister of Labour, Manitoba; Hon. Dalton Bales, Minister of Labour, Ontario; and Hon. J. Elmer Blanchard, Minister of Labour and Manpower Resources, Prince Edward Island.

Provincial deputy ministers attending the conference were: K. A. Pugh, LL.D., Deputy Minister of Labour, Alberta; W. H. Sands, Deputy Minister of Labour, British Columbia; R. P. Campbell, Deputy Minister of Labour, New Brunswick; G. T. Dyer, Deputy Minister of Labour, Newfoundland; R. E. Anderson, Deputy Minister of Labour, Nova Scotia; Donat Quimper, Q.C., Deputy Minister of Labour, Quebec; and J. R. L. Parrott, Deputy Minister of Labour, Saskatchewan.

said Judge Rand, lies the justification for legislative action.

"The preservation of our values of freedom and good citizenship, and the attainment of acceptable standards of strength and vigor, demand the intelligent and responsible discharge of the duty," he concluded. "This country, with its colossal material resources, can be denied greatness only by the failure of its people."

PROF. H. D. WOODS

"The ink is hardly dry on the signature to a collective agreement before the agreement is already out of date for any number of the multitude of factors that bring about change," Prof. H. D. Woods, Dean of Arts and Sciences, McGill University, told the CAALL convention.

"In industrial relations terms, this means that the conflict of interests is continuously renewing itself, and bargaining about the impact [of change] has to go on."

Change leading to unemployment is frequently a personal disaster for the redundant worker, he said. "Yet it happens frequently, and society has been slow or niggardly in transferring the social costs . . . from the affected individual, either to the industry . . . or to society as a whole."

He thinks that we may be asking collective bargaining to solve problems beyond its capacity to do so. "Collective bargaining has been remarkably successful in bringing about agreements and accommodations throughout the year, but it has limits."

To carry out the function of bargaining, a union needs not merely recognition by the employer or consent to negotiate, but power to back up demands for rule changes. Historically this has been supplied by the strike.

"We need to remind ourselves of this whenever we begin to contemplate changes in public policy regarding labour relations and labour relations law. The history of industrial relations reveals over and over again that without the strike as a weapon . . . [unions] would never have been able to carry out the role that society has assigned to them."

It is the interplay of power that has led to a gradual spreading of a complex structure of interrelated private constitutional industrial governments that leaves to management the authority for organizational efficiency, and to worker representatives an instrument to reshape personnel policies. "If employers in the aggregate find themselves with surplus labour either in employment or in the local labour market, power will shift toward employers and away from labour."

And conversely, when employers confront a local labour shortage, power will flow from employers to employees. "It is this power relation that lies behind the wages, working conditions, and authority in industry," said Dean Woods. "Management's capacity to command, order and direct a work force is variable as its power in the labour market changes. A tight labour market favours employees and a loose labour market favour employers."

Despite limitations, he believes that collective bargaining "is the most successful device for achieving labour and management co-operation that has yet been developed in the western world." But there was no guarantee that it would not develop weaknesses to the point where it would become a liability in the future. "It is conceivable that the social problems of industrialism in 1967 cannot be solved at all satisfactorily by a power confrontation of the interested parties."

Dean Woods said that legislative action in labour relations in the past had made it possible for collective bargaining to develop, but that labour had lost many of its rights to strike. "Indeed, generally in Canada a strike is legal only in negotiations for a new agreement or the renewal of an expiring one, and in most jurisdictions, only after compulsory conciliation."

At this point in his address, Dean Woods mentioned in an aside to the audience that, when management decides it would be preferable to "take" a strike than to give in to union demands, then the strike is as much a management weapon as a labour weapon. "In other words, the strike almost inevitably requires a decision of both management and labour, not just labour alone."

Task Force Invites Briefs

Interested organizations and members of the public are invited to submit briefs to the Task Force on Labour Relations set up by the Prime Minister "to examine industrial relations in Canada and to make recommendations to the Government with respect to public policy and labour legislation and on such other matters as it considers relevant to the public interest in industrial relations in Canada." Information on the submission of briefs can be obtained by writing to: Research Director, Task Force on Labour Relations, Room 700, 150 Kent Street, Ottawa 4, Canada.

Until recently, he said, the use of the strike had been declining, but the last two or three years have been marked by a sharp rise in strikes, and economic losses through strikes.

"Through it all, the public seems to be displaying a greater impatience with the behaviour of the parties, and to be more inclined to use the power of the state to cut the power of the parties by imposing compulsory settlements. Many years ago the founder of the Canadian Department of Labour referred to circumstances in which 'private rights may become public wrongs,' and he used this to justify the first major important compulsion in Canadian labour relations policy—compulsory investigation under the I.D.I. Act of 1907" (L. G. 1907, p. 1147, 1108).

Dean Woods emphasized, in his concluding remarks, that public authorities must recognize that industrial conflict is an inevitable consequence of employment. "This is self-evident; and since the employment contract is gradually becoming almost universal in our society, it is necessary to determine what principles should be governing or determining public policy. With this settled, the question of means to the end of the policy goals comes up."

The Task Force (L. G., Nov. 1966, p. 631) is now studying the facts about the industrial relations system in Canada, he said, seeking the principles inherent in "a relatively free society upon which the industrial relations system should be built." It is studying the behaviour of management and workers, examining the actual union and business structure relating to industrial relations, the power relations in the system, the consequences of the process of accommodations, the record of the agencies and comparing the whole with experience elsewhere.

"If we do our task well, we may be able to make some sensible suggestions to the Government and to the Canadian people."

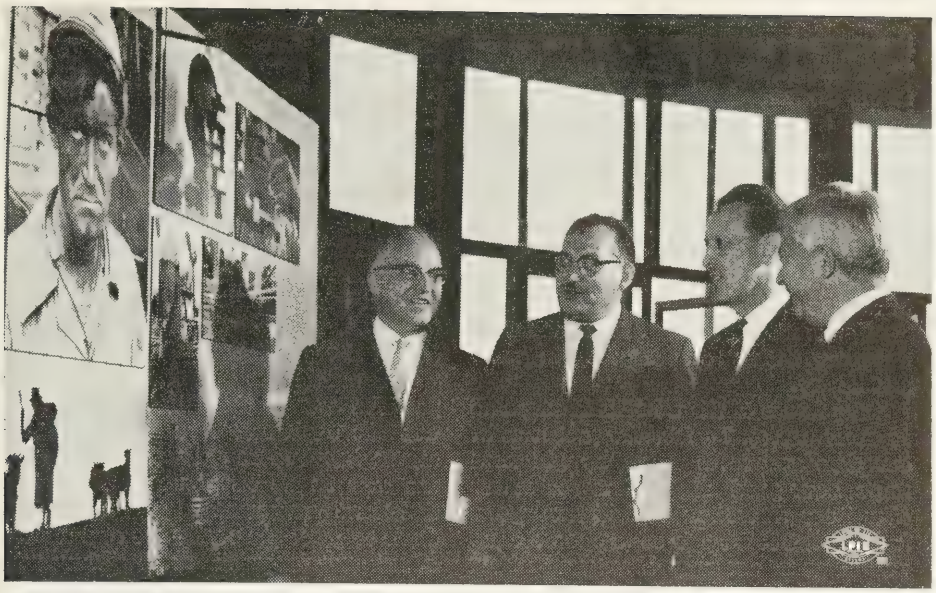


Photo by Briston Films Ltd., Montreal

Left to right: T. H. Robinson, employer deputy member on the ILO Governing Body; Joseph Morris, worker member; George V. Haythorne, Deputy Minister, Canada Department of Labour, and Kalmen Kaplansky, Director, Canada Branch Office.

ILO Week at EXPO 67

ILO Week was observed at the United Nations Pavilion at EXPO 67 from September 1 to 8. It was heralded by a luncheon attended by 35 senior representatives of government, and labour and management organizations.

Among them were: Dr. George V. Haythorne, Deputy Minister of Labour; J. P. Després, Assistant Deputy Minister of Labour; Bryce Mackasey, Parliamentary Secretary to the Minister of Labour; Kalmen Kaplansky, Director of the Canada Branch of the International Labour Office; Joseph Morris, Executive Vice-President of the Canadian Labour Congress; Marcel Pépin, President of the Confederation of National Trade Unions; Gérard Rancourt, General-Secretary of the Quebec Federation of Labour; C. B. C. Scott, Assistant General Manager (Personnel), Ontario Hydro; T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Co.; W. L. Jacobsen, Manager, Labour Relations, Canadian Pacific Railways; and Peter Casson, Commissioner-General of the UN Pavilion.

The luncheon was preceded by the viewing of a new ILO film, "A Day Like Any Other," and an informal meeting with the press.

Speaking to delegates on behalf of the Government of Canada, Dr. Haythorne said: "For Canada, membership in the International Labour Organization has many advantages. In a fast-moving world of change, we need to be in tune with new ideas and ways of dealing with problems in all fields of human activity. The ILO is Canada's readiest means of access to the ideas and experience of other countries in such matters as full employment, labour relations, human rights, productivity, social security and labour standards.

"When war broke out in Europe in 1939, the ILO accepted the Canadian Government invitation to move its headquarters from Geneva to Montreal so that it could carry on its work in freedom, and the ILO was housed at McGill University until 1948.

"With its nearly half-century of experience and its unique tripartite approach to world labour and social problems, the ILO has a truly vital contribution to make in the struggle to improve the working and living conditions of people everywhere."

On behalf of labour, Mr. Morris said: "The International Labour Organization has been actively working toward the goal of a peaceful world since it came into being in 1919, and it has been a beacon of hope since that time. It is a unique tripartite organization concerning itself, within the family of the United Nations, with the economic and social problems without whose solution peace in anybody's time is impossible.

"The ILO provides an opportunity for three major elements in society—government, employers and employees—to come together for the discussion of current issues and for the making of decisions that will be in the best interests of society as a whole. The Canadian Labour Congress is for 'the dialogue'. We believe there is nothing to be lost and potentially much to be gained by people talking to people. This is why the tripartite structure of the ILO is so important. This is why it should be nurtured and developed to new degrees of perfection."

Speaking as employer deputy member,

Mr. Robinson said: "Until the postwar period, the ILO program was devoted primarily to the promotion of social justice through the establishment of international standards of human welfare and working conditions. Recently, however, the needs of the many developing nations, old and new, for technical assistance in economic and social matters, absorb an increasing proportion of the ILO's resources. Moreover, the ILO is the executing agency for many UN programs of technical assistance.

"Canadian employers are strong supporters of the ILO. They have participated in its activities since its inception through the Canadian Manufacturers' Association in co-operation with the Canadian Chamber of Commerce, the Canadian Construction Association, and the Railway Association of Canada. Canadian employers participate in the annual conferences and the inter-American regional conferences, the most recent of which was held in Ottawa last September. They are represented on the Governing Body of the ILO; and they serve on many ILO industrial and technical committees. Canadian employers welcome these opportunities to contribute to the goals of the ILO."

Mr. Kaplansky told the guests: "Throughout the summer, EXPO 67 has given people from many countries a graphic description of the conditions and the accomplishments of man in all parts of the world.

"The ILO, which has worked for social progress and for economic development for nearly 50 years now, is indeed very pleased to be associated with the messages of EXPO 67, in this observance of ILO Week at the United Nations Pavilion.

"EXPO outlines to us in many forms and in many languages the results that endeavour and work can achieve, and the variety of our achievements. I should add that we are especially pleased to be here at the time of Labour Day, and to mark the contributions that people who work have made to progress."

In an address to a mass meeting at the Place des Nations on "Workers Day," Mr. Kaplansky pointed out that the EXPO theme of "Man and His World" was a concept that is central to the constitution, international arrangements and treaties that inspire and guide the activities of the ILO.

"Our aim has been social justice. Our motto—'poverty anywhere is a threat to prosperity everywhere'. Our purpose—the full and productive utilization of human resources everywhere. Our means toward the achievement of this goal—the improvement of the conditions of life and work, and perfection of the institutions through which free men can solve their inevitable difficulties."

EXPO Commissioner-General Pierre Dupuy told the Labour Day gathering: "The complexity of the modern world forces workers to become organized and united to defend their professional interests. Unions are an aspect of the interdependence of men, one of the forces that must contribute to the equilibrium on our small planet. My thoughts extend beyond Canada. They reach all those working to improve their fate and that of mankind.

"I greet them on your behalf, and send them our wishes for prosperity in peace and liberty.

"The future of the world is in suspense as never before. To face the problems of our time and solve them, we will need to pool our good will, our know-how, our effort, our maturity. We will need good leaders, and it is up to us to choose them well. This is not only a national affair. Interests are getting more and more interwoven between countries. This is why I am happy to salute here the presence of the ILO representative, since Geneva remains the centre of labour activities and studies."

Mr. Dupuy said he would ask the representative to be Canada's intermediary in telling the workers of the world that EXPO has set a high example of human solidarity.

Job opportunity in ILO

The International Labour Office has announced that it is seeking applicants to fill a job position in its International Labour Standards Department, Application of Standards Branch.

The duty station is Geneva, Switzerland for an unlimited time period.

The salary range is U.S. $7,287 to $11,913, tax-free. Increases are granted annually. In addition, there is a post adjustment that varies with changes in the cost of living, basic salary and dependency status. At present it ranges from U.S. $216 to U.S. $528.

The duties and responsibilities of the post include the examination of reports by Governments on ratified and unratified Conventions and on Recommendations. The incumbent will prepare comparative analyses of the legislation of the different states and the terms of Conventions. He will prepare notes, reports, and opinions of a legal character concerning the application of Conventions for consideration by Governments, the Governing Body, and the International Labour Conference.

The incumbent will prepare meetings of various committees dealing with the application of Conventions and Recommendations, and participate in the secretariat of these committees to prepare documents, records of meetings and draft reports. He will, in addition, correspond with governments and with employers' and workers' organizations on questions relating to International Labour Conventions and Recommendations.

The requirements for the position include Canadian, British, or Australian citizenship, age 23 to 35 years, a good honours degree in law, and a knowledge of English and French. The person appointed will be required to learn Spanish.

The closing date for applications is November 15, 1967. Requests for additional information or ILO application forms for employment should be made to the Director, Canada Branch, International Labour Office, 178 Queen Street, Ottawa 4, Ont.

ILA Branch material restored

Several paragraphs dealing with the Department of Labour's International Labour Affairs Branch were forced out of our July Centennial issue by space restrictions. They read as follows:

The ILO was headquartered in Montreal during World War II. Its aims and purposes were restated and broadened in 1944 at Philadelphia, Pa., by a Declaration known as the Philadelphia Charter (L. G. 1944, p. 714).

The conference in Montreal in 1946, presided over by the Minister of Labour, was the beginning of a new era. After moving back to its Geneva headquarters, the ILO began developing its technical assistance programs and modernizing the Code to meet the challenges and stresses of the postwar years, which included the problems of the developing nations of Asia, Africa and Latin America.

In 1946, the Government designated the Department of Labour as the liaison between the ILO and Canada, and the Department established an ILO Branch to handle international labour affairs.

The ILA Branch deals with all of the Department's international responsibilities, which include the ILO's standard-setting and operational activities, labour aspects of the work of the Organization for Economic Co-operation and Development, Canadian Labour Counsellors in various countries, the flow of international labour information to and from Canada, analysis of Canadian conformity with international labour standards at federal and provincial levels, training programs for labour officials visiting Canada from developing countries, and co-operation with the External Aid Office and ILO in recruiting Canadian experts for assignments in such countries.

Within Canada, the Branch maintains relations with the provincial governments and with employer and trade union organizations and the general public on all international labour affairs.

Strike by postal workers averted in August

A strike proposed by the 12,000-member Canadian Union of Postal Workers was averted late in August because of lack of support from many of the locals of the union.

Members of the CUPW threatened to call a one-day strike sometime during August. The union demands asked for extra pay for 2,500 postal workers who said that they missed out on the July 3 holiday because it was their regular day off.

In view of the threatened strike, Hon. E. J. Benson, President of the Treasury Board, released a statement on July 28 in which he explained the Government's position as employer of the postal workers. He stated that the Government had turned down requests for an additional holiday associated with the Dominion Day July 1 weekend, a statutory holiday, because "in the view of the Cabinet, the existing arrangements would enable most public servants to participate fully in the Centennial celebrations scheduled for the weekend."

Existing regulations entitle public servants to leave with pay on the first working day after a holiday, when the holiday falls on a normal day of rest. To those postal employees who were required to work on Monday, July 3 in order to maintain essential services, wages of at least time and a half in addition to their normal rates were paid.

The 12,000-member CUPW, meanwhile, had conducted a nation-wide vote on the proposed one-day strike. The union's 300 locals held meetings, which were sparsely attended, to vote on the question of a walkout and on a future policy of refusing to co-operate on holiday decisions of the Government. Union officials claimed that 72 per cent of the members who voted were in favour of taking strike action.

Mr. Benson warned that such strike action would be clearly illegal. The Public Service Staff Relations Act (L. G., May, p. 291) provides for fines for unions and their members for an illegal strike. The law can bring upon a union a fine of $150 a day, $300 a day for officers who lead the walkout, and $100 a day for each member participating.

William Kay, President of the CUPW, announced on August 1 that the union planned to carry out the strike in spite of Mr. Benson's statement. He indicated, however, that "other avenues are being explored to solve our grievance." Harry Arthurs, a Toronto lawyer and labour mediator, was employed as a special adjudicator with the Public Service Staff Relations Board, it was announced on August 8.

In late August, the planned strike action was declared illegal by the Board. The decision was made on August 22.

The 10,000-member Letter Carriers Union of Canada was not involved in the strike threat. It was understood, however, that the letter carriers would honour picket lines set up by the CUPW. In addition, the letter carriers would be unable to perform their duties if the mail were unsorted because of the strike.

The two organizations, which have functioned independently for 40 years, formed a council of postal unions earlier this year as a transitional step toward amalgamation.

Mr. Kay, meanwhile, persisted in his plans for strike action. He announced that the walkout would begin at 12:01 EDT on August 25. He applied pressure on British Columbia locals, which were opposed to the strike, to heed the national executive's strike call. Members of locals in Vancouver, Calgary, Edmonton, Winnipeg, North Bay, and Niagara Falls voted against the strike. Members in Toronto, Montreal, Ottawa, and Sault Ste. Marie voted in favour.

But growing opposition among locals across the country, together with an unyielding Government, forced the cancellation of the strike. Mr. Kay conceded that he had been telephoning union leaders across the country. Members of the Toronto local signified that they were more interested in obtaining certification by the Public Service and a collective agreement than in participating in the planned walkout. At the same time, the Montreal local backed off when the Toronto local requested a postponement, Mr. Kay said, because it did not want to be left holding the bag.

The union's decision to cancel the walkout came 24 hours after the Public Service Staff Relations Board decided that a strike would be unlawful.

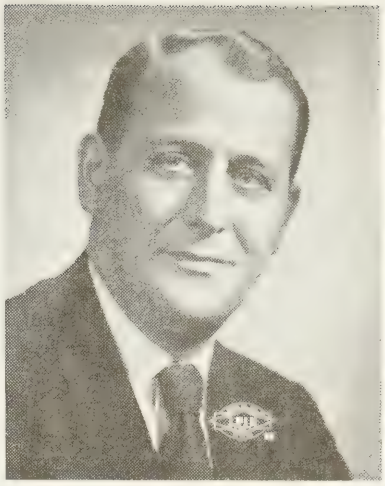


Photo by Thomas Studio of Portraiture Ottawa

Donald MacDonald

Donald MacDonald named CLC acting President

Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress since it was founded in 1956, has been formally named as its acting President.

Mr. MacDonald had been designated as the senior officer of the labour body since early this year because of the illness of President Claude Jodoin. The decision to make him acting President was taken by the CLC executive council in September.

Mr. MacDonald has resigned as chairman of a special commission investigating the structure and operations of the CLC and has been replaced in this post by Executive Vice-President Joseph Morris.

Union signs agreement with Sunnybrook Hospital

A first collective agreement between Sunnybrook Hospital in Toronto and the Building Service Employee International Union has been signed on behalf of 1,000 employees and has established a minimum wage of $2 an hour for male employees at the hospital.

A. G. Hearn, the union's Canadian Vice-President, said that wage increases ranged from $35 to $60 a month. The agreement calls for a monthly starting rate of $247 for female workers ,$258 for those with one year's service and $269 for two year's service. It provides also for nine paid statutory holidays for all employees, and a variety of other benefits including payment by the hospital of two thirds of the cost of the health and welfare plans.

The 25,000-member union, representing 22,000 hospital employees in Canada, has also been certified for 275 office employees in the hospital, the first such certification it has achieved.

CNR agreement faces up to technological change

The principle of negotiation concerning the adverse effects of technological change on employees has been accepted in an agreement between the Canadian National Railways and the Brotherhood of Locomotive Engineers that was signed at the end of August.

It seems, therefore, that in this case at least, a way has been found of dealing with the kind of disputes that led to the appointment of the Freedman Commission, and this has been done through agreement between the parties without resort to legislation. It was a dispute about run-throughs that brought about the appointment of that Commission (L. G., Jan.-Feb. 1966, p. 4).

The article, "Adverse Effects of Changes in Working Conditions," makes it clear, however, that "material changes in working conditions . . . are to be initiated solely by the company." It is "measures to minimize any significantly adverse effects of the proposed change on locomotive engineers" that are to be subject to negotiation.

The Company undertakes to give the Brotherhood at least six months notice of any such proposed change, with full details of the change and of its expected effects on working conditions. Run-throughs and changes in home stations are particularly mentioned as subjects to which the article is intended to apply. A list of other matters considered negotiable is given in the article.

The agreement stipulates that negotiations are to begin within 20 days of the date of the giving of notice of any change by the Company. If agreement on the issues in dispute is not reached within 60 calendar days of the beginning of negotiations, the issues are to be referred within 20 days of the cessation of negotiations to a board of review, which is to be composed of two senior officers from each party. Within 30 days, this board is to publish its findings and recommendations.

If the board is unable to reach a decision, or if its recommendations are not satisfactory to either party, the issue or issues remaining in dispute may be referred by either party to a single arbitrator whose decision shall be final and binding on both parties. The request for abitration is to be made in writing by either party to the other within seven days after the board's finding have been made known. If the parties cannot agree on the choice of an arbitrator within seven days of the request for abitration, the Minister of Labour is to be asked by either one or both of the parties to appoint one.

The parties are to prepare a joint statement of the issues to be submitted to the arbitrator, and the arbitrator is to hear the dispute within 30 days from the date of his appointment, and to render his decision within 30 days of the completion of the hearing. If the parties cannot agree on a joint statement, either may submit a separate statement, informing the other party that it has done so.

"The decision of the arbitrator shall be confined to the issue or issues placed before him, and shall also be limited to measures for minimizing the significantly adverse effects of the proposed change upon employees who are affected thereby," the agreement stipulates. The changes, the effects of which are subject to negotiation, are not to be made until the procedures for negotiation and arbitration, if necessary, have been completed.

Jolly Green Giants replace farm workers

Thirty men and 14 machines have replaced an estimated 1,000 farm labourers during the bean- and pea-picking harvest on Westham Island near Ladner, B.C.

The mammoth automated green pea combines—referred to as Jolly Green Giants—are manufactured by a food machinery company in Columbus, Ohio, and cost between $20,000 and $25,000 each. The bean combines cost $8,000 a unit.

The Canadian company using the combines says that it has about $500,000 invested in automated harvesting and that production costs have been cut by about 60 per cent.

The combines travel at half a mile an hour, picking 12 to 15 acres of beans a day, averaging from three to five tons an acre. Thirty acres of peas are picked daily, yielding two tons an acre.

Alteration in minimum standards article

"Minimum Standards Legislation and Economic Policy," an article dealing with a paper prepared by Phillip Cohen, Chief of the Department's Federal Industries Division in the Economics and Research Branch, was published on page 567 in the September issue of this journal. The final sentence in the first paragraph appearing under the subhead "Help or Hinder?" in column two should have read:

"He stated that the universal minimum standards imposed by the Code had had the useful result of causing various unions to re-examine the working conditions of all their members to see whether they were in accord with the standards established."

Union-Management Council established in Ontario

A Union-Management Council has been established to advise the Ontario provincial Government on labour relations. Under the chairmanship of John Crispo, Director of the University of Toronto's School for Industrial Relations, the Council will have the task of reconciling the diverse views of labour and management with respect to the Ontario Labour Relations Act.

Union representatives on the Council are D. F. Hamilton, Secretary-Treasurer of the Ontario Federation of Labour; Larry Sefton, Director of District 6, United Steelworkers of America; Harry Simon, Regional Director of the Canadian Labour Congress; Stanley Little, National President of the Canadian Union of Public Employees; and William Ladyman, Vice-President of the International Brotherhood of Electrical Workers.

Management representatives are: R. E. Alden, Director of Industrial Relations, Steel Co. of Canada Ltd.; E. J. Gaunt, Manager for Employee Relations, British-American Oil Co. Ltd.; R. P. Riggin, Vice-President for Corporate Relations, Noranda Mines Ltd.; D. Kenneth Frid, President, Frid Construction Co. Ltd.; and G. S. P. Ferguson of Montgomery, Cassels and Mitchell.

New labour course offered at Ottawa U

A new course on the "why" and "how" of negotiating and administering collective agreements, was introduced in September by the University of Ottawa. Officially called Labour Relations and Personnel Management, the evening program concentrates on problems and methods in drafting and maintaining such agreements.

Developed by an advisory committee representing industry, labour, government and the university, the course is open to high school graduates with several years' experience in labour relations and personnel management. Felix Quinet, Chief of the Department of Labour's Collective Bargaining Division, is program co-ordinator.

Members of the Faculty of Social Sciences will lecture on collective bargaining, principles of economics, money and banking, labour economics, Canadian economic problems, and personnel administration in the Public Service. Students may choose any four among the six subjects, leading to a certificate on successful completion.

ILO article deals with the non-manual worker

A look at the non-manual worker and a reappraisal of non-manual employment shows that the dividing line between what is commonly considered to be "manual" or "non-manual" is much more blurred than it appears to be at first glance. The *ILO Panorama*, in an article in its July-August issue—"Non-Manual Employment and Social and Economic Progress"—discussed the changes in non-manual employment, and changes in popular thinking.

In the past, the distinction between manual and non-manual work has been more or less arbitrary, the article said. Automation and cybernetics is changing work assignments by carrying out a wide range of administrative tasks, data processing for scientific research, market forecasting and planning, medical diagnosis, the placing of air and rail reservations, and even the deciphering of ancient texts in unknown languages.

This means that many non-manual workers are now becoming machine controllers and are less and less required to apply intellectual skills in job duties that formerly required human contact, as in retail enterprises.

The article describes the role of the non-manual workers as twofold. First, they are able to contribute to the production of wealth by increasing productivity as a result of improved health conditions, expanding markets, and the provision of adequate educational and vocational training facilities. Second, they contribute to social and economic progress through acquiring the increased skills and knowledge demanded by rising standards in job performance.

It is difficult at this stage, the article admits, to forecast the knowledge and qualifications required for future careers. Nor has academic or vocational guidance reached the stage where it can provide information to assess and process future needs.

The ILO conducted an examination of the problems of non-manual employment in 1959 and, since then, has continued to review the employment and working conditions of the various non-manual occupational groups, such as nurses, performers, office workers, civil aviation personnel, urban transport employees, civil servants, hotel and restaurant staff, and teachers. In addition, the ILO has extended its research activities and technical co-operation programs related to the development of managerial and intermediate personnel.

These surveys formed the basis of the ILO Director-General's report delivered to the 51st International Labour Conference (L. G., Aug., p. 472), as part of the continuing program of study of non-manual workers.

Public Service opportunities for university women

Married women who have university degrees and who want part-time work will now have opportunities in the Public Service of Canada. The Public Service Commission has started a new recruitment program that should be of particular benefit to married women who have family responsibilities, but who are able to work outside their homes for a few hours a day.

At first the openings will be for those who are qualified as economists, statisticians and librarians. Thirty positions are now available for successful candidates in competitions that have already been organized. Further expansion of the program will depend on the results obtained within the next year.

Successful candidates may arrange to work between four and six hours a day, with working periods adjusted to suit school hours. The working year will be arranged to fit within school terms, from September to June, with time off during the Christmas and Easter holidays.

Salary ranges for the positions open are those established for the economist, statistician and librarian classifications, in keeping with the qualifications of each candidate for the position being filled, and on a pro rata basis according to the hours worked. Persons interested may obtain more information by calling the socio-economic staffing program at the Public Service Commission of Canada.

More married women in the labour force

Married women over 35 are returning to work in larger numbers than ever, according to a report, *Women Who Work* (Cat. No. 71,509), by John D. Allingham, University of Western Ontario.

The report is part of a series, *Special Labour Force Studies*, released by the Dominion Bureau of Statistics.

The survey, which covers the 10-year period 1951-61, shows that 31 per cent of married women in the 40-44 age group with high school diplomas are working. Only 21 per cent of those with elementary education are working.

Desire for fulfilment, coupled with financial need, is providing the impetus. Mr. Allingham's report concludes: "With their new willingness to work, women in their mid-30s and older, make up Canada's greatest reservoir of untapped labour, apart from the school-age population."

Britain publishes booklet on industrial training

A new booklet, *Industrial Training in Britain*, seeks to explain the distribution of responsibility for training in Britain.

It discusses the provisions of the Industrial Training Act 1964 and, in general terms, the forms of training that are usual for different types and levels of work in a broad range of civilian employment. The booklet is concerned with all grades, from operatives to managers, and with office work and distribution as well as with manufacturing processes, construction and transport, including a number of activities outside the statutory scope of the Industrial Training Act.

In its introduction, the booklet outlines the reasons for the growing interest in the quality and quantity of industrial training in Britain:

- modern technological development is rendering many old tasks and occupations obsolete, and requires new skills to be applied to new processes;
- the nation's economic situation calls for greater productivity, to which better training can contribute;
- the interests of the workers themselves demand that they should be enabled to realize their full potential—both for the sake of earning capacity and for satisfaction in their work—and should be equipped to transfer to other work if their old jobs are lost through technological change or other factors;
- by the late 1960s and early 1970s, there will be fewer workers available, especially skilled workers, than the projected number needed to man the industries and services then likely to be in operation;
- the pace of change makes it advisable that training policies be addressed to producing people with the capacity to adapt to future demands and needs yet unforeseen.

The booklet is prepared by the Reference Division, Central Office of Information for British Information Services in Canada, dated April 1967. Copies are available from British Information Services across Canada or from 80 Elgin Street, Ottawa 4.

New course for women at Manitoba University

A novel type of course that is designed to study problems facing married women undergraduates was initiated by the recently appointed Dean of Women at the University of Manitoba, Mrs. Shirley Smith. Dealing with one of the problems, a report to be published soon will examine the fact that few scholarships are available to students over 35 years of age.

Working Conditions In Canadian Industry, 1966

A private pension plan was modified to adapt it to the Canada or Quebec Pension Plans in establishments that included the majority of the employees covered by the May 1966 survey of working conditions conducted by the Economics and Research Branch of the Department of Labour. Modified plans of this kind applied to 59 per cent of the non-office and 80 per cent of the office employees.

Overtime provisions of some kind are now almost universal for non-office employees. For office employees, there are still some establishments that do not provide for overtime. Provision for overtime was found in establishments employing 96 per cent of the non-office workers and 85 per cent of the office workers covered by the survey.

In the following analysis, the percentages given refer to the number of persons employed by establishments that report having a certain provision, as a percentage of the total number of employees covered by the survey. This is not necessarily the same as the number of employees to which the provision actually applies, because in some establishments the provision may not apply to all those employed.

The report on the survey of working conditions, which is conducted each year, in 1966 was based on information obtained from questionnaires sent to nearly 35,000 reporting units. Those that replied had a total of 2,970,303 employees at May 1, 1966.

This total was made up of 1,989,593 non-office and 980,710 office employees. Comparable figures for the 1965 report were: total number of employees, 2,928,985, of which 1,976,551 were non-office and 952,434 were office employees.

Forestry, construction and education were the main non-agricultural industries that were not included in the survey.

Non-Office Employees

A private pension plan had been in existence at some time between January 1, 1965 and April 30, 1966 in establishments employing 75 per cent of the total of 1,989,593 non-office employees covered by the survey. Besides the establishments in which such a plan had been modified to fit in with the Canada or Quebec plans, the private plan continued without modification after April 30, 1966 in establishments covering 14 per cent of the employees, while a private plan was discontinued in establishments employing 2 per cent of the workers.

A money payment as the only kind of compensation for overtime applied in cases covering 85 per cent of the employees, 2 per cent were covered by a provision for time off only, and 9 per cent by a provision for a combination of money and time off.

Overtime on a daily basis was paid after 8 hours in plants employing 56 per cent of the workers; and on a weekly basis after 40 hours in plants employing 43 per cent. Various other daily and weekly periods were mentioned in cases, each of which covered a comparatively small percentage of the employees.

By Industry

The distribution of overtime provisions by province is considered to be of little significance; but by industry, there were some instances in which the coverage was complete; in other cases it was well below average. These differences appear to be connected at least partly with the kind of operation carried on.

For example, all establishments provided for overtime in most kinds of mining, in rubber products manufacturing, and in cotton yarn and cloth and synthetic and silk textile, and other manufacturing. In air transport and railway transport, on the other hand, among operating and running trades employees, coverage ranged from 73 to 79 per cent; but for other employees in these industries it was complete or almost so.

The existence of private pension plans of some kind, which occurred in establishments employing 75 per cent of all non-office employees in the survey, was found in all establishments reporting in only a few industries. These were: rubber and tire manufacturing, petroleum refining, railway transport (for all but a very small number in the running trades), and in telephone communications. Industries in which the percentage of employees covered was below average included, for example: gold and uranium mining, 37 and 25 per cent; boot and shoe manufacturing, 36 per cent; hosiery and knitted goods, 32 per cent; sash and door and planing mills, 22 per cent; restaurants, 25 per cent; and laundries and dry cleaning, 21 per cent.

Office Employees

Of the total of 980,710 office employees in the survey, 91 per cent were in establishments that had a private pension at some time between January 1, 1965 and April 30, 1966. Establishments in which a private plan had been modified to adjust to the Canada or Quebec Pension Plans, as already noted, covered 80 per cent of the employees in the survey. A private plan was continued after April 30, 1966 in establishments employing 10 per cent of the employees, and such a plan was discontinued in a few establishments employing 1 per cent of the workers.

A money payment was the only kind of compensation for overtime in establishments employing 54 per cent of the office employees. Time off only applied in cases covering 6 per cent, and a combination of money and time off in cases covering 25 per cent of the employees.

Provision for payment of a money premium after 7½ hours a day covered 12 per cent of the employees, and, after 8 hours a day, covered 11 per cent. A premium was paid after 40 hours a week in establishments employing 15 per cent of the office workers. Other periods after which overtime was paid varied from 7 to more than 8 hours a day and from 35 to as high as 44 hours a week. Comparatively small percentages of employees were affected by each of these provisions.

By Industry

Overtime provisions were less commonly found in all establishments in an industry for office than for non-office employees. Coverage was complete in only rubber footwear and tires and tubes manufacturing, in telephone communications and in banks and government; but it was almost complete in some other industries.

Industries in which coverage of office employees was unusually low included: woollen yarn and cloth, 39 per cent; hosiery and knitted goods, 23 per cent; water transport, 38 per cent; and restaurants, 41 per cent.

Industries in which all office employees were in establishments that had some kind of pension plan for such employees were: tires and tubes manufacturing, railway rolling stock, petroleum refining, railway transport, telephone communications, banks and government; but coverage was high or nearly complete in a number of other industries.

The bilingual report, *Working Conditions in Canadian Industry, 1966,* may be obtained from the Queen's Printer, price $1.00 (Catalogue No. L2-15/1966).

Technological Change Provisions In Collective Agreements

In "Response to Technological Change", a recent survey of 471 collective agreements, each of which affected 500 or more employees, 133 agreements covering 255,373 workers contained clauses dealing explicitly with technological change. These 133 agreements* constituted 28 per cent of the total number surveyed, and they affected 32 per cent of the employees covered by the survey. Included in the report of the survey are two charts and seven tables.

The various kinds of provisions concerning technological change may be grouped into five main classes: advance notice, maintenance of income, adaptation of workers, sharing of employment, and joint union-management procedures. The following notes contain a brief outline of the main types of provisions.

Advance Notice

Advance notice provisions, which are usually accompanied by a severance pay clause, are designed for two purposes: to allow the worker time to look for other employment, and to provide time for adjustment measures to be worked out.

Such provisions were contained in 51, or 11 per cent of the 471 agreements mentioned above as having clauses dealing with technological change. The length of notice to be given ranged from one month or less to as long as 12 months. In the great majority of these agreements it did not exceed three months.

Income Maintenance

The most complete form of income maintenance is full maintenance for an unspecified period, but more often full maintenance is for a limited period only. Sometimes maintenance of income at a lower rate is provided for after the specified period for full maintenance comes to an end. Most maintenance of income provisions, however, allow for only partial income. A very common provision of this type is what is called severance pay, which is commonly based on length of service up to a certain maximum.

Another provision for maintenance of income is that which guarantees to maintain income but not at a previously established level. Most of such provisions are fundamentally guarantees of employment, and in many cases it may probably be assumed that full income is guaranteed also.

Full maintenance was provided for in 46 agreements, or 10 per cent of the total number examined, for periods ranging from three months to 24 months. Three months was the period mentioned in 25 of these agreements. In 16 agreements, no period was mentioned.

Severance pay was provided for in 49, or 11 per cent of the agreements. In 44 of these agreements, the amount of pay varied according to length of service and income.

Worker Adaptation

Probably the two main types of provisions designed for the adaptation of the workers are those relating to retraining and relocation. The most important question regarding retraining is probably that of financing the training, either in full or in part. Retraining may be on-the-job, general upgrading, technical, etc.

In relocation provisions, financing is again probably the most important matter. The criteria that may be used in selecting workers who are to be helped to move and obtain new employment may be put second. As an example of the scale of financial help in relocation, one agreement provides for allowances ranging from $55 for a single employee who moves a distance of from 50 to 99 miles, up to $580 for a married employee whose move is 1,000 miles or more.

Retraining was provided for in 41 agreements (9 per cent) and relocation assistance in 12 agreements.

Employment Sharing

Arrangements for sharing the work among as many workers as possible, such as a reduction in hours of work or early retirement, are employed for reasons other than adaptation to technological change, and usually any connection with such change is only incidental. Only five such provisions were found in the survey. Four of these were for a reduced workweek, and there was one provision regarding early retirement.

Union-Management Procedures

The problem of adjustment to technological change is sometimes considered to be too important and complicated to be dealt with adequately in periodic negotiations for a collective agreement. The joint committee provides a more thorough and carefully planned way of dealing with the question.

In concerns where the problem is coming up for the first time, the committee may very likely be established to lay down a general and comprehensive set of adjustment provisions applicable to all future technological changes. On the other hand, the committee may in other cases be a standing one that deals with each technological change problem on its own merits. In such cases, displacements may be dealt with in much the same way as grievances.

"It would appear, however, that the most significant difference among the various union-management procedures is whether the decision-making process is through consultation or negotiation," the report comments. Provisions that treat the matter as one for negotiation are comparatively rare. Out of the 56 provisions containing provisions for union-management procedures, 51 were of the consultation type. Only five were of the negotiation type, and in four of these, there was a provision for the final settlement of differences through resort to the grievance procedure, with arbitration as the final step.

Of the total of 133 contracts containing provisions regarding technological change, 36 were in the wood products industries —including pulp and paper—and 16 were in machinery and transportation equipment manufacturing.

A study of the same subject, under the title *Technological Change Provisions in Ontario Collective Agreements—Ten Manufacturing Industries,* was recently published by the Research Branch of the Ontario Department of Labour. The data used were taken from 1,078 collective agreements covering a total of 218,000 production and allied workers.

The agreement provisions relating to technological change in this study were grouped under five main headings: Advance Notice and Consultation; Changes in Job Content and Rates of Pay; Job Security; Cushioning the Impact of Job Change and Job Loss; and Sharing in the Gains of Productivity.

*The agreements were negotiated at various dates up to 1966; most were still in force early in 1967. Agreements signed in the construction trades and the railway industry were not included. The survey was conducted in the Collective Bargaining Division of the Economics and Research Branch of the Department of Labour by David Ross under the supervision of Felix Quinet, Chief of the Division.

Employment Fatalities in Canada

Second Quarter, 1967

The employment fatalities covered in this review involved persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, that are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

The Department has received reports on 204 employment fatalities that occurred in Canada during the second quarter of 1967. During the previous quarter, 231 fatalities were recorded. This is 20 more than the previously published total of 211 (L. G., Sept., p. 572). In the second quarter of last year, 279 fatalities were recorded—51 more than the preliminary figure of 228 (L. G., Oct. 1966, p. 574).

During the quarter, one multi-fatality accident killed 15 workmen in a mine explosion at the Balmer North Coal Mine in British Columbia.

Three industry divisions accounted for 60.2 per cent of the total number of fatalities.* Of the total, 45 fatalities occurred in transportation, 42 in mining and 36 in manufacturing. The remaining 39.8 per cent were distributed in other industry divisions as follows: construction, 13.7 per cent; forestry and trade, 7.4 per cent each; service, 4.9 per cent; public administration, 2.9 per cent; agriculture, 2.5 per cent; and fishing, 1.0 per cent. No fatalities were recorded in the finance industry.

The 25-44 age group accounted for 45.6 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 34.8 per cent, and the remaining 19.6 per cent were distributed in the other age groups: 65 and over, 9.3 per cent; 20-24 age group, 6.9 per cent; and 14-19 age group, 3.4 per cent.

Two occupational divisions accounted for 50.0 per cent of the total number of fatalities: craftsmen, production process and related workers, 28.9 per cent; and transport and communication workers, 21.1 per cent. The remaining 50.0 per cent were distributed in the other occupational divisions: miners, quarrymen and related workers, 15.7 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 12.7 per cent; loggers and related workers, 6.9 per cent; service and recreation workers, 4.9 per cent; farmers and farm workers, 2.9 per cent; professional and technical occupations workers, 2.5 per cent; managerial and sales workers, 1.5 per cent each; fishermen, trappers and hunters, 0.9 per cent; and clerical workers, 0.5 per cent.

Three accident-type categories accounted for 58.3 per cent of the total number of fatalities. These were: collisions and derailments, 24.5 per cent; struck by different objects, 19.1 per cent; and falls and slips, 14.7 per cent. The remaining 41.7 per cent were distributed in other accident-type categories: conflagrations, temperature extremes and explosions, 11.8 per cent; caught in, on or between different objects, 10.8 per cent; over-exertion, 7.8 per cent; inhalations, absorptions and industrial diseases, 6.4 per cent; miscellaneous accidents, 2.5 per cent; contact with electric current, 1.9 per cent; and striking against or stepping on objects, 0.5 per cent.

A cross-section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 71.4 per cent of the total number of fatalities that occurred in construction, 47.5 per cent in mining, and 46.7 per cent in transportation. A similar cross-section examination of these industries to pinpoint the main concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 66.7 per cent of the total number of fatalities that occurred in trade, and 52.8 per cent in manufacturing. Labourers and unskilled workers accounted for 57.1 per cent of the total number of fatalities that occurred in the construction industry.

An analysis of cross-classifications of industry divisions by main accident-type categories reveals that 57.8 per cent of the fatalities in the transportation industry were the result of collisions, derailments and wrecks; and 35.7 per cent of the fatalities in the mining industry were the result of conflagrations, temperature extremes and explosions.

During the quarter, there were 86 fatalities in April, 63 in May and 55 in June. By province, the largest number of fatalities, 74, occurred in Ontario. In British Columbia there were 45, in Alberta 27, and in Quebec 21.

*See Table H, p. 728.

Price Indexes

Consumer, August 1967

The consumer price index (1949=100) increased 0.5 per cent to 150.9 at the beginning of August from 150.2 in July. It was 4.1 per cent higher than the August 1966 level of 144.9.

The advance between July and August was due mainly to higher food prices; all main component indexes, except clothing and transportation, increased.

The food index increased 1.8 per cent to 151.2 from 148.5. Egg prices increased substantially over the preceding month, accounting for about one third of the rise in the total food index. Other dairy products registered minor increases, but the price of milk remained unchanged. The price of bread rose by over 3 per cent. Higher prices were reported also for most fresh fruits, coffee, tea, soft drinks, potatoes, carrots and onions. Decreases were recorded for sugar, pork, lettuce, tomatoes and cabbage.

The housing index rose 0.2 per cent to 152.2 from 151.9 as a result of general increases in rent and the cost of insurance adjustments on dwellings and household contents.

The clothing index declined 0.2 per cent to 132.3 from 132.5. Minor increases for men's wear and footwear were offset by lower prices for women's and children's wear.

The transportation index decreased 0.2 per cent to 158.0 from 158.3; lower prices were recorded in various cities for new cars and for gasoline.

The health and personal care index rose 0.2 percent to 191.9 from 191.5 as a result of higher prices for a range of personal care supplies. The recreation and reading index advanced 0.1 per cent to 167.9 from 167.8. The tobacco and alcohol index increased 0.4 per cent to 128.6 from 128.1 due to scattered price increases for cigarettes, tobacco and beer.

Group indexes a year ago in August were: food 148.1, housing (shelter and household operation) 145.0, clothing 124.8, transportation 150.6, health and personal care 181.3, recreation and reading 159.6, and tobacco and alcohol, 125.1.

City Consumer, August 1967

The consumer price indexes (1949=100) advanced in all 10 regional cities between July and August. The increases ranged from 1.2 per cent in both St. John's and Halifax to 0.3 per cent in Toronto.

Food indexes rose in all cities, with the increases ranging from 3.9 per cent in Halifax to 0.7 per cent in Toronto. Housing indexes increased slightly in all cities except St. John's, which remained unchanged. Clothing indexes were higher in three cities, and lower in three. Transportation indexes declined marginally in eight cities, remained unchanged in one and increased in one. Health and personal care index movements were higher in six cities, lower in one, and unchanged in three. Recreation and reading indexes rose slightly in six cities and were unchanged in four. Tobacco and alcohol indexes advanced in Halifax, Vancouver and three other cities, were unchanged in four, and lower in one.

Regional consumer price index point changes between July and August were: Halifax +1.7 to 143.1; St. John's +1.5 to 130.9*; Saint John +1.3 to 145.9; Montreal +0.7 to 149.7; Ottawa +0.7 to 148.6; Winnipeg +0.7 to 146.5; Saskatoon-Regina +0.7 to 140.9; Edmonton-Calgary +0.6 to 141.3; Vancouver +0.6 to 144.7; Toronto +0.4 to 152.1.

Wholesale, July 1967

The general wholesale index (1935-39=100) moved up slightly in July to 263.7 from the June index of 263.6, and was 1.5 per cent higher than the July 1966 index of 259.8. Four major group indexes increased, while four declined.

The animal products group index declined 0.8 per cent to 292.7 from 295.1 on lower prices for livestock, fresh and cured meats, eggs, animal oils and fats, and hides and skins. The vegetable products group index declined 0.7 per cent to 230.8 from 232.4 on lower prices for sugar and its products, grains, livestock, and poultry feeds.

The iron products group index rose 1.0 per cent to 275.2 from 272.5 on higher prices for castings and forgings. The wood products group index rose 0.9 per cent to 346.9 from 343.9. In response to price increases for soaps and detergents, the chemical products group index moved 0.5 per cent higher to 211.8 from 210.8. The non-metallic minerals products group index rose 0.4 per cent to 199.3 from 198.6.

Minor decreases occurred in the following two major groups: textile products, 252.8 from 253.1, and non-ferrous metals, 253.7 from 236.0.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) increased 3.5 per cent to 259.7 from 251.0 in the four-week period July 28 to August 25. The field products index moved up 7.1 per cent to 189.2 from 176.6 and the animal products index increased 1.5 per cent to 330.2 from 325.4.

Residential Building

The price index of residential building materials (1935-39=100) increased fractionally in July to 365.1 from 363.3 in June, and to 160.1 from 159.3 on the base 1949=100. The price index of non-residential building materials (1949=100) advanced to 154.1 from 154.0.

U.S. Consumer, July 1967

The U.S. consumer price index (1957-59 =100) rose by 0.4 per cent between June and July. The index was 116.5 in July and 116.0 in June.

Food prices, at 116.0, accounted for half of the July increase, rising 0.8 per cent. The over-all consumer prices were 2.8 per cent above those of a year ago.

British Retail, July 1967

The British index of retail prices (Jan. 16, 1962=100) was 119.2 at July 18, 1967, compared with 119.9 at June 20 and 116.6 at July 19, 1966.

Reductions in the prices of potatoes, most other fresh vegetables, meat and eggs, accounted for the decrease. The index for the food group as a whole fell by less than 3 per cent to 118.4 compared with 121.8 in June.

As a result of an increase in the average level of rents of unfurnished dwellings, the index for the housing group rose by nearly one half of 1 per cent to 134.6, compared with 134.1 in June.

In the transport and vehicles group, the index rose by more than 1 per cent to 112.7, compared with 111.4 in June.

In the remaining seven groups, there was little change in the general level of prices.

Sheltered Workshops in Canada

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

A recent survey by the Vocational Rehabilitation Branch of the Department of Manpower and Immigration shows that there are approximately 193 sheltered workshops in Canada providing work training, assessment and continuing employment for nearly 6,900 persons who, because of physical, mental, social or emotional handicaps, have been unable to get, or hold, jobs in the normal competitive labour market.

This figure of 193 represents an increase of more than 50 per cent in the number of sheltered workshops established since an earlier survey was made in 1964. The increase reflects a growing recognition of the unique service provided by such a program in preparing handicapped persons for entry or re-entry into the labour market or, in cases of severe handicap, providing them with the opportunity to work to the level of their capacity in a less demanding situation than is possible in regular employment.

Development of Sheltered Workshops

The value of some form of sheltered employment was first recognized in Canada about 200 years ago. Religious organizations first provided employment for disabled persons as a form of charity. Mental hospitals also became involved in shelters connected with hospitals where work was provided as a therapeutic device. These proved to be of such value to mental hospitals and sanatoriums that they continued to develop to the point where some hospitals now have sheltered workshops as part of their rehabilitation program.

Serving the Disabled

The development of most of the sheltered workshops in operation in Canada today was fostered by various agencies with a view to fulfilling the needs of their particular disability groups. These groups embrace such disabilities as blindness, deafness, mental retardation, poliomyelitis, paraplegia, cerebral palsy and epilepsy. Included in this type of facility in Canada are 90 workshops serving the mentally retarded, 22 serving the blind, 11 for physically handicapped individuals, 10 for the mentally ill, and three for the cerebral palsied. One workshop has been established to give employment to persons suffering from epilepsy.

In addition to these, there are 48 community and general workshops. These are designed to serve all types of handicapped persons in the community. The newest of these facilities has just been opened in St. Johns, Newfoundland, and will be providing assessment and training opportunities for all types of disabled persons in the province. The only other workshop in Newfoundland provides employment opportunities for ten blind persons.

Sheltered workshop operations can be divided into three main groups.

- the "good will" type of shop collects, sorts, repairs and resells donated household articles, clothing and furniture;
- the "subcontract" type undertakes small assembly and manufacturing, sorting, packaging, collating, stuffing envelopes, mailing, and similar tasks. These subcontracts are obtained from industry, business, governments and community organizations.
- the "manufacturing" type works at the manufacture and sale of new articles, such as wood products, ceramics and handicrafts.

In addition, there are other types of operation which do not fall into the category of "sheltered workshop." These are industrial concerns developed to give employment to disabled persons. They are strictly business operations, and are in competition with any shop offering a similar service. Their shops and equipment compare favourably with their competitors. They hire only the handicapped, pay the going wage, and those hired must be able to maintain a level of production comparable to that of a non-handicapped worker engaged in similar work elsewhere. There are eight such business enterprises in Canada, and they employ 462 disabled persons.

Types of Service

The simulated industrial conditions found in the workshops provide the opportunity to assess the individual's capabilities for various kinds of employment, and to bring the individual up to a standard of performance demanded by industry. As a result of the experience in the sheltered workshop, some will be able to move into competitive employment, some will go into vocational training, and others may remain in the remunerative sheltered employment part of the workshop program. This is designed for those persons who are unable at the moment to meet the demands of employment in industry, but who are able to perform useful and productive work in a more sheltered environment.

As we in Canada aim for total manpower development, we must recognize that the handicapped represent a resource that is tangible and vital to the economy. The broad social and economic value of rehabilitation is evidenced by the fact that it prevents dependency and restores or converts tax-dollar consumers into tax-dollar producers. Sheltered workshops are making their contribution to bring this about. Equally important, however, they are instrumental in restoring human beings to places of dignity as wage earners, and they provide an interest and feeling of accomplishment to some individuals who have almost forgotten the feeling of usefulness.

Spain's Working Women

Women's Bureau

Industrialization in Spain has gained impetus in recent years, and consequently the working population is undergoing a fundamental change. Although women, both mothers and daughters, are traditionally closely tied to the work of the home, new ideas are leading them to collaborate on equal terms with men in industry, the office and professional fields.

Spanish women now comprise about 25 per cent of the total labour force of Spain, and 17.7 per cent of the total female population are working women. The majority of women who seek employment outside the home are single. In urban areas, the largest numbers are employed in the manufacturing industries; but as educational opportunities increase, more women are entering office work and the professions.

The growing participation of women in the economic sector of Spain has brought about many legislative and social changes.

Labour and Social Legislation

The typical workweek in industry, the distributive trades and services is 48 hours over a period of six days. Civil Service and office employees generally work a shorter week of 5½ days and 39 hours. The 48-hour workweek may appear long by our standards, but Spaniards are entitled to a two-hour midday break and a month's vacation every year.

In 1961, labour laws were extended to recognition of the principle of equal remuneration for men and women for work of equal value. The new legislation* also proclaimed that women be entitled to enter into any type of employment contract, with no distinction of any kind to be made in employment regulations or collective agreements on grounds of sex or marital status. Although we find few Spanish women in the professions or high executive posts, no field of activity is barred to them in principle. The first woman Supreme Court judge was appointed this year, and at approximately the same time, the first woman building contractor, a girl of 22, received her papers.

Spanish women were first granted the right to vote in 1931. They may vote in all elections and are eligible for election on an equal basis with men (there are now three women representatives in the National Assembly but none of Cabinet rank). Every year a growing number of women enter the professions as doctors, lawyers, teachers and social workers—but whatever her degree of culture or intellectual ability, the Spanish woman is not attracted to politics as a career.

Spain has 14 universities, from which women have never been barred. But traditional home ties and social organization have not, until recently, encouraged the participation of women in higher education. In 1925, women comprised barely 5 per cent of the university population; but in 1966, the enrolment of women had risen to 26 per cent.

Married women are traditionally attached to the home, and it is not common practice, with exceptions in industrialized urban areas, for women with home responsibilities to go out to work.

As early as 1929, however, maternity insurance became obligatory in order to guarantee medical and financial assistance for working women. Maternity benefits now cover all medical expenses connected with childbirth, and a benefit is payable from the eighth month of pregnancy as well as during the nursing period. The woman is also permitted six weeks leave of absence from work before and after confinement.

Factory Nurseries

All factories employing women with young children must provide nurseries on the factory premises. These are staffed by trained public nurses and expenses are shared by employers and the State. Holiday colonies or vacation residences are becoming a common feature of Spain's socio-economic organization. These are maintained and staffed by industrial enterprises, or by the Social Insurance Federation, and are for the recreational use of working women and their families.

By a decree of 1959, social security benefits were extended to include domestic servants. The women's section, *Sección de mujeres*, of the national movement was instrumental in bringing about these improvements.

A system of unions has been organized throughout Spain to facilitate the hiring and firing of servants—but with advantages for both employer and employee. A girl who has been dismissed from her job may go to one of many residences established by the *Sección de mujeres*, where she may live free of charge until other employment is found. The unions function as well in the role of employment agencies to whom people may apply for domestic help.

Further stipulations under the Labour Code affecting domestic workers are the granting of:

- one half day off a week, with one full day every two weeks, and a month's vacation every year;
- retirement at the age of 60 with a pension; and
- a minimum monthly wage of approximately $50 a month.

The Women's Section

A feminist movement was initiated in the early 1930s, but failed to gain force until the Civil War in 1936, in which 580,000 Spanish women participated. After the war, the feminist movement grew, and in the 1950s changed both its name and form. It is now known as the *Sección de mujeres* (Women's Section), with headquarters in Madrid and regional branches throughout Spain. Its operations are varied and highly esteemed:

- it encourages and instructs in the learning of skills that may be used in home industries, and the produce of these handicrafts are collected and sold co-operatively and the profits returned to the workers;
- it promotes legislative reform in all areas affecting working women; and
- it encourages the continuance and revival of folk-lore, folk-songs and traditional dances in all regions of Spain.

These are simply a few of the facts. They are not intended to be comparisons. In any assessment of Spain, one must beware of using the Western concept of emancipation. The Spanish woman is deeply religious, and her home is her fulfillment; but within the family, the woman's authority has been continuous and decisive. She is an individual with opinions, and is one of Spain's "thirty million dictators."

*No detailed information is currently available as to categories of work or minimum wage legislation, although the latter is applicable throughout Spain.

Communications As a Problem-Solver

Labour-Management Consultation Branch

Canadian Pacific Merchandise Services, Winnipeg, is using a massive program of labour-management communication to reduce claims filed by customers whose goods are handled at the warehouse interchange for rail and truck transport. According to Frank Titterton, Terminal Manager, the problem of claims lay in "carelessness," and the solution in "communication."

Mr. Titterton has used personal management-employee contact to cut claims to a minimum to the satisfaction of company, employees and customers. The 24-hour warehousing operation employs 210 warehousemen and drivers, represented by Local 2307, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO/CLC).

The current system of communications, started at the beginning of the year, calls for each of the 11 supervisors to meet with the employees under him every two weeks. Meetings, on company time, last approximately half an hour.

Mr. Titterton is enthused with development of the system, which he began strictly as a method to reduce claims. Meetings have evolved into "more of a general discussion" from which worthwhile suggestions are processed by management. "Our entire operation has improved due to the interest we've developed among the employees, and the co-operation they're giving management," he says.

Sessions which formerly dealt exclusively with claims, with the supervisor doing most of the talking, have expanded to round-table discussions, with employees initiating useful suggestions.

A survey made of a five-week period January 19 to February 23, turned up 15 meetings involving a total of 110 employees—over 50 per cent. Attendance averaged 10 persons a meeting.

Harvey Patterson, Chairman of Local 2307, says joint consultation has put employees "in a better frame of mind, which is reflected in a 50-per-cent reduction in grievances. "It's been proved to me that the work force is in a better frame of mind when it knows it's being listened to by management," he says. The employees are careful in their work when they feel they belong. They develop the attitude of "I'm part of this business and I want it to be successful so I can get my share of it."

* * *

1967 marks a quarter century of highly organized joint consultation at the E. B. Eddy Company, whose three paper-making plants straddle the Ottawa river at Hull, Que., and Ottawa. President W. C. R. Jones sees a reflection of the company's two-tiered labour-management system in product quality. "We have good quality products, so we know these meetings pay off," he says.

Eddy's 19 departmental committees and one senior committee (called the Plant Committee) are geared to fit the structure of the organization, which employs 2,400 persons, including 1,800 union members.

The Plant Committee, comprising 25 union representatives and six from management, tackles issues of overall interest that affect more than one department.

Frank Cashman, superintendent of employee relations, who is permanent committee chairman, outlines the company's business picture at these meetings. "I try to keep the committee informed as to our production outlook by projecting four or five months ahead," he says. Other regular topics include safety, working conditions, apprenticeship, housekeeping and recreation.

The 19 departmental committees meet separately bi-monthly. Departmental superintendents usually chair the meetings, and foremen round out the management side. In most cases, union members are elected to the committees by the rank and file; occasionally they are appointed by local union officers. Main topics of discussion are safety, costs, customer complaints, quality, operating efficiency and working conditions—all related to the particular department.

Says Mr. Cashman: "As a result of encouraging our people to stand up and be heard, a lot of individual problems come up. When the company is able to overcome some of these problems, it improves morale, which in turn improves productivity."

Eddy's employees come under three unions, each with Quebec and Ontario locals: Local 50 and 73, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-CIO/CLC); Locals 33, 34 and 243 United Papermakers and Paperworkers (AFL-CIO/CLC); and Local 412, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC).

According to Jules Caron, President of Local 50, joint consultation has brought improved working conditions. "A man is happier on the job when he is satisfied with his working conditions," he says. In 25 years, Eddy's has had only one grievance go to arbitration.

The labour-management committee at the Winnipeg plant of the Continental Can Company of Canada Ltd. uses self-evaluation to keep itself working at peak productivity. The committee's ability to look inward resulted in a new agenda formula that has stiffened the procedural backbone of meetings.

Joint consultation has been practised since 1959 at the paper products plant, organized by the International Printing Pressmen and Assistants' Union of America (AFL-CIO/CLC), and its subordinate, Local 537 of the Winnipeg Printing Specialties.

Plant Manager Bernard Jorgenson explains that productivity of meetings was increased by a simple change in procedure. "We allotted the first half hour to discussion of a particular topic to put more direction into our meetings," he says. "The second half was left open to general items."

David Turner, local union leader and Committee Co-chairman, supports the policy. "We've learned to stress an individual topic each month, and to tie up any loose ends on it before the next meeting," he says.

Occupational Training and Job Redesign

Older Workers' Section
Department of Manpower
and Immigration

"In a changing world, where economic expansion and development for the better satisfaction of the needs of mankind are one of the commandments of our industrial society, the fact that the population of our countries includes a high proportion of people over 45—and they are then called 'older persons'—is of very great importance.

"This fact appears all the more pregnant with consequences of all kinds—economic, social and human—because the development of techniques and means of production points to a vital conclusion: from now on the pace of technical change is going to be faster; the concept of a single and almost uniform career is outdated, and generations to come must be prepared to follow two or even three careers.

"In the face of this fundamental upheaval, and the need for individuals to move with the times if they are not to find themselves defenceless before the difficulties of life, it is quite certain that age plays an important part."

Bernard Vrillon, Deputy General Secretary of the Social Commission of the French Employers' Association, made this statement in a presentation to the International Management Seminar of the Organization for Economic Co-operation and Development (OECD) held in London, Eng., in October 1964. In his paper, Mr. Vrillon discussed the attitude and role of employers and their organizations toward the use of job redesign and occupational training for older workers. Although the quoted statement was made three years ago, it is as relevant today as it was then.

Optimum Use

Mr. Vrillon went on to stress the importance of firms' making the "optimum use of manpower resources." He contended that this objective meant that industry would have to make the necessary effort to maintain older workers in the best conditions of productive work, and so enable them to contribute to the common good by making the most of their possibilities—thus serving at the same time both economic and human needs. "That is why an essential aim of the firm must be to keep such workers in employment, with the necessary adaptation and after suitable re-training," he said.

The speaker pointed out that everyone's physical and intellectual abilities develop to a maximum and then start to fall off, but that this point of change does not occur at the same age or to the same extent in everyone. Even if capacities decline, practice, study, initiative, experience and sense of responsibility largely offset the decline. He emphasized the importance of distinguishing between "physical" age and "official" or "chronological" age.

Discussing the employment difficulties of older workers, Mr. Vrillon stated that the prime consideration is satisfactory fitting of the job to the worker; the worker must also adapt to the job, however, even if persistent effort is needed. He pointed out the need to provide training that would help both employers and workers to adapt to the technical change made necessary by an evolving world.

Output and Age

The paper suggests that it is the duty of top management to think mainly in economic terms, and consequently to seek the best conditions of production. Output and productivity are among the chief pre-occupations of management. If the equipment of two competing firms is standard, then the quality of labour becomes extremely important. Where the aging of workers has an adverse effect on production, a remedy must be found. At this point, Mr. Vrillon questions whether the problem could be solved by adapting the job to the man, and whether ergonomics (L. G. 1964, p. 778) could be of assistance.

Since ergonomics is still a relatively new science, Mr. Vrillon emphasized that the first task of employers' organizations is the dissemination of information. They must be prepared to publicize and demonstrate the advantages, and the economic and human contributions of methods designed to utilize older manpower effectively. Furthermore, employees themselves must do their utmost to apply these methods. Workers must always be placed in jobs that make the best use of their capabilities. In the long run, Mr. Vrillon suggested, it is more beneficial to modify working conditions so that a worker can do his job without excessive fatigue, than it is to transfer an older worker to another job. But it is important to demonstrate that redesigning jobs to match worker capabilities makes a firm more efficient, and in no way diminishes its competitive position.

Mr. Vrillon's paper pointed out also that solutions adopted in relation to job redesign would make it possible to improve a company's economic returns and ensure the optimum utilization of manpower resources.

Mr. Vrillon concluded his paper with the statement that the myths and prejudices concerning age, which lead to the inefficient use of older workers and a waste of manpower resources, must be eliminated. Maximum efficiency and utilization require the co-operation of employers, employer organizations, workers, and the various levels of government.

Readers interested in job redesign (ergonomics) and occupational training techniques for older workers may obtain material on these subjects, free of charge, by writing to: Section on Older Workers, Vocational Rehabilitation Branch, Department of Manpower and Immigration, Ottawa, Canada.

Employment and Unemployment In August

Employment increased by 13,000 to 7,854,000 between July and August. The labour force, at 8,101,000, was 296,000, or 3.8 per cent higher than a year earlier. Employment was 277,000 or 3.7 per cent higher than in August 1966.

Unemployment decreased by 37,000 during the month from 284,000 to 247,000, but was 19,000 higher than a year earlier.

Total unemployment in August represented 3.0 per cent of the labour force compared with 2.9 per cent in August 1966, and 2.8 per cent in August 1965.

Employment

Employment, at 7,854,000, increased by 13,000 from July to August. It was higher than a year ago in all regions, the largest relative gains being in Quebec and British Columbia.

At 7,854,000, employment in August showed an increase of 277,000 over August 1966.

Farm employment increased by 23,000 to 705,000 between July and August; minor increases in manufacturing, construction and trade were offset by decreases in the service industries.

There were increases in community business and personal service (122,000), trade (78,000), agriculture (56,000) and transportation, communication and other utilities (42,000). Construction employment was 37,000 lower than a year earlier.

Unemployment

Unemployment, at 247,000, was 37,000 lower than a month ago, and 19,000 higher than in August 1966. Of the total unemployed, 193,000 or 78 per cent had been unemployed for less than four months, 25,000 had been unemployed for four to six months, and 29,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions," are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days—instead of the previously requested period of 14 days—to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Insurance Registrations And Other UIC Statistics

On June 30, insurance books or contribution cards had been issued to 4,485,356 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 394,823 an increase of 2,480 since May 31, 1967.

During June, 12,022 investigations were conducted by enforcement officers across Canada. Of these, 9,578 were spot checks of claims to verify the fulfilment of statutory conditions, and 731 were miscellaneous investigations. The remaining 1,713 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 323 cases, 97 against employers and 226 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 683.*

Revenue received by the Unemployment Insurance Fund in June totalled $36,315,879.86 compared with $33,979,-902.35 in May and $33,224,965.79 in June 1966.

Benefits paid in June totalled $17,837,-292.04 compared with $37,192,065.10 in May and $14,674,856.77 in June 1966.

The balance in the Fund on June 30 was $258,201,591.00. On May 31, it was $239,723,003.18 and on June 30, 1966 it was $155,118,709.49.

*These do not necessarily relate to the investigation conducted during this period.

U.S. employment tests discriminate inadvertently

A company may inadvertently discriminate against ethnic minorities while appearing to comply with fair employment laws, a recent U.S. research study reveals.

The two-year study on employment testing, conducted under a Ford Foundation grant, compared test scores of 1,208 persons in six job situations with their on-the-job performance. About one third of the group were Negroes and persons of Spanish origin. Scores from 26 different tests were analyzed along with biographical data.

The four New York University psychologists working on the study found that one test for all applicants—particularly a highly verbal test loaded with historical and cultural items—operated unfairly against members of certain ethnic groups coming from culturally disadvantaged backgrounds. Minority groups, they said, "tend to score lower on the average on this kind of test, and the test will therefore effectively screen out minority applicants."

The researchers recommended changing equal employment laws that prohibit employers from identifying job applicants by their ethnic origin, and suggested that the "fairest and most valid approach" is to use separate selection standards and procedures for separate ethnic groups. Ironically, the tests showed that they did not accurately predict job performance, the reason for their existence in the first place.

Wage Schedules Prepared in July

During July, the Department of Labour prepared 354 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 196 contracts in these categories were awarded. In addition, 179 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in July for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	96	$707,145.00
Post Office	5	129,781.95
Royal Canadian Mounted Police	1	2,085.00
Transport	4	7,360.95

During July, the sum of $11,916.47 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 191 workers concerned.

Certification and Other Proceedings

Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for six days during August. The Board granted 23 applications for certification, rejected 9, and ordered 12 representation votes. It granted one application for revocation of certification; and, in a second application for revocation of certification, the parties were notified that, on the basis of the information before it, the Board was of the opinion that, in present circumstances, the certification order is of no force and effect. During the month, the Board gave consideration to a request for review of an earlier decision and issued Reasons for Judgment. It also received seven applications for certification and allowed the withdrawal of one such application.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Bushnell TV Co. Limited, Ottawa, Ont., employed at station CJOH-TV, Ottawa, and CJSS-TV, Cornwall (L. G., Oct., p. 642). Two employees, James Wright and Paul W. Kudla, had intervened, each as representative of a group of employees.

2. *Syndicat des employés du Transport d'Anjou, Inc.*, on behalf of a unit of employees of Transport d'Anjou Inc, Rivière-du-Loup, Que. (L. G., July, p. 417).

3. International Union of District 50, United Mine Workers of America on behalf of a unit of drivers employed by Tank Truck Transport Limited, Maple, Ont. (L. G., Aug., p. 497).

4. Bricklayers, Masons, Cement Block Layers, Marble Masons and Vitrolite Tile Setters, Terrazzo Workers, International Union, Local 1, Manitoba, on behalf of a unit of bricklayers employed by the Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man. (L.G., Aug., p. 497).

5. Canadian Marine Officers' Union on behalf of a unit of marine engineers employed aboard vessels owned and/or operated by McAllister Towing Ltd., Montreal, Que. (L. G., Aug., p. 497). The Board found that captains and apprentice captains should be excluded for the reason that they are not employees within the meaning of the Act.

6. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of Cement Cartage Company Limited, Havelock, N.B. (L. G., Sept., p. 580).

7. *Syndicat national des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Domaine Estria and Pavillon Mercier, Montreal, Que. (L. G., Sept., p. 580).

8. *Syndicat national des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Cloverdale Park Apartments, Pierrefonds, Que. (L. G., Sept., p. 580). The International Union of District 50, United Mine Workers of America, Local 13946, had intervened. (See also Item No. 4, Representation Votes Ordered, below.)

9. *Syndicat national des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at St-Michel Terrace, Montreal, Que. (L. G., Sept., p. 580). The International Union of District 50, United Mine Workers of America, Local 13946, had intervened. (See also Item No. 5, Representation Votes Ordered, below.)

10. *Syndicat national des employés de S.C.H.L.(CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at St-Georges Gardens, Pte-aux-Trembles, Que. (L. G., Sept., p. 580). The International Union of District 50, United Mine Workers of America, Local 13946, had intervened. (See also Item No. 6, Representation Votes Ordered, below.)

11. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of office employees employed by Hurley Transport Company Limited, Brockville, Ont. (L. G., Sept., p. 580).

12. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of office employees employed by McNeil Transport Limited, Brockville, Ont. (L. G., Sept., p. 580).

13. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a composite unit of air crew and ground crew employees of Nanaimo Airlines Ltd., Nanaimo, B.C. (L. G., Sept., p. 580.)

14. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of H. G. Snyder Trucking Inc., Ville St-Laurent, Que. (L. G., Sept., p. 580).

15. *Syndicat national des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Park Royal Apartments, Ville St-Laurent, Que. (L. G., Sept., p. 581). The International Union of District 50, United Mine Workers of America, Local 13946, had intervened. (See also Item No. 7, Representation Votes Ordered, below.)

16. *Syndicat national des employés de S.C.H.L. (CSN)* on behalf of a unit of employees of Central Mortgage and Housing Corporation employed at Pie IX Apartments, Montreal, Que. (L. G., Sept., p. 581). The International Union of District 50, United Mine Workers of America, Local 13946, had intervened.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

(See also Item No. 9, Representation Votes Ordered, below).

17. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers, warehouse employees and checkers employed by Regina Cartage & Storage Co. Ltd., Regina, Sask. (L. G., Sept., p. 581).

18. Professional Transport Workers' Union of Canada on behalf of a unit of drivers, warehouse and dock employees employed by Grimshaw Trucking & Distributing Ltd., Edmonton, Alta. (L. G., Sept., p. 581).

19. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Boyd's Express Ltd., Lachute, Que. (L. G., Sept., p. 581).

20. International Association of Machinists and Aerospace Workers on behalf of a unit of service and maintenance employees of Nordair Ltd., Dorval, Que. (L. G., Sept., p. 581). The Nordair Employees' Union (CNTU), previously certified as bargaining agent, did not contest the application.

21. *Syndicat national des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at Terrasse Belleville, St-Vincent-de-Paul, Que. (L. G., Sept., p. 581). The International Union of District 50, United Mine Workers of America, Local 13946, had intervened. (See also Item No. 11, Representation Votes Ordered, below.)

22. Seafarers' International Union of Canada on behalf of a unit of deckhands and cooks employed aboard the M.V. *Canadian Tide* and M.V. *Min Tide* by Pacific Tidewater Marine Ltd., Port Alberni, B.C. (L. G., Oct., p. 642).

23. Canadian Merchant Service Guild, Inc. on behalf of a unit of mates and engineers employed aboard the M.V. *Canadian Tide* and M.V. *Min Tide* by Pacific Tide Water Marine Ltd., Port Alberni, B.C. (L. G., Nov., p. 696). The Board found that captains should be excluded from the unit for the reason that they are not employees within the meaning of the Act. (See also Item No. 2, Applications for Certification received, below.)

Applications for Certification Rejected

1. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Deruth Transport Ltd., Regina, Sask., respondent (L. G., July, p. 416). The application was rejected because it was not supported by a majority of the employees affected in the representation vote conducted by the Board. (See also Item No. 1, Representation Votes Ordered, below.)

2. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and J. Kearns Transport Ltd., Regina, Sask., respondent (L. G., July, p. 416). The application was rejected because it was not supported by a majority of the employees affected in the representation vote conducted by the Board. (See also Item No. 2, Representation Votes Ordered, below.)

3. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Walco Trucking Ltd., Regina, Sask., respondent (L. G., July, p. 416). The application was rejected because it was not supported by a majority of the employees affected in the representation vote conducted by the Board. (See also Item No. 3, Representation Votes Ordered, below.)

4. D. K. W. Employees' Association, applicant, Deruth Transport Ltd., Regina, Sask., respondent, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L. G., Aug., p. 497). The application was rejected because the Board was not satisfied that the D. K. W. Employees' Association has members in good standing within the meaning of Rule 15 of the Board's Rules of Procedure.

5. D. K. W. Employees' Association, applicant, J. Kearns Transport Ltd.,

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated, or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Regina, Sask., respondent, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousement and Helpers of America, intervener (L. G., Aug., p. 497). The application was rejected because the Board was not satisfied that the D. K. W. Employees' Association has members in good standing within the meaning of Rule 15 of the Board's Rules of Procedure.

6. D. K. W. Employees' Association, applicant, Walco Trucking Ltd., Regina, Sask., respondent, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener (L. G., Aug., p. 497). The application was rejected because the Board was not satisfied that the D. K. W. Employees' Association has members in good standing within the meaning of Rule 15 of the Board's Rules of Procedure.

7. Canadian Brotherhood of Railway, Transport and General Workers, applicant, AirWest Airlines Ltd., Vancouver, B.C., respondent, and Ronald McKim, *et al.*, interveners (L. G., Sept., p. 580). The application was rejected because it was not supported by a majority of the employees in the proposed bargaining unit.

8. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, and Central Mortgage and Housing Corporation, respondent (Place Benoit, Ville St-Laurent), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener (L. G., Sept., p. 581). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board. (See also Item No. 8, Representation Votes Ordered, below.)

9. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, and Central Mortgage and Housing Corporation, respondent (Terrasse Villeray, Montreal), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener (L. G., Sept., p. 581). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board. (See also Item No. 10, Representation Votes Ordered, below.)

Representation Votes Ordered

1. Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Deruth Transport Ltd., Regina, Sask., respondent (L. G., July, p. 416) (Returning officer: A. E. Koppel). (See also Item No. 1, Applications for Certification Rejected, above.)

2. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and J. Kearns Transport Ltd., Regina, Sask., respondent (L. G., July, p. 416) (Returning officer: A. E. Koppel). (See also Item No. 2, Applications for Certification Rejected, above.)

3. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Walco Trucking Ltd., Regina, Sask., respondent (L. G., July, p. 416) (Returning officer: A. E. Koppel). (See also Item No. 3, Applications for Certification Rejected, above.)

4. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (Cloverdale Park, Pierrefonds, Que.), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.* (*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the ballot (L. G., Sept., p. 580) (Returning officer: G. R. Doucet). (See also Item No. 8, Applications for Certification Granted, above.)

5. *Syndicat national des employés de S.C.H.L.*(*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (St-Michel Terrace, Montreal, Que.), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.* (*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the ballot (L. G., Sept., p. 580) (Returning officer: G. R. Doucet). (See also Item No. 9, Applications for Certification Granted, above.)

6. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (St-Georges Gardens, Pte-aux-Trembles, Que.), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.* (*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the ballot (L. G., Sept., p. 580) (Returning officer: G. R. Doucet). (See also Item No. 10, Applications for Certification Granted, above.)

7. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (Park Royal, Ville St-Laurent), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.* (*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the ballot (L. G., Sept., p. 581) (Returning officer: G. R. Doucet). (See also Item No. 15, Applications for Certification Granted, above.)

8. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (Place Benoit, Ville St-Laurent) and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.* (*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the ballot (L. G., Sept., p. 581) (Returning officer: G. R. Doucet). (See also Item No. 8, Applications for Certification Rejected, above.)

9. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (Pie IX Apartments, Montreal), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.*(*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the ballot) (L. G., Sept., p. 581) (Returning officer: G. R. Doucet). (See also Item No. 16, Applications for Certification Granted, above.)

10. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (Terrasse Villeray, Montreal), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.* (*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the ballot (L. G., Sept., p. 581) (Returning officer: G. R. Doucet). (See also Item No. 9, Applications for Certification Rejected, above.)

11. *Syndicat national des employés de S.C.H.L.* (*CSN*), applicant, Central Mortgage and Housing Corporation, respondent (Terrasse Belleville, St-Vincent-de-Paul, Que.), and the International Union of District 50, United Mine Workers of America, Local 13946, intervener. The Board directed that the names of the *Syndicat national des employés de S.C.H.L.* (*CSN*) and of the International Union of District 50, United Mine Workers of America, Local 13946, appear on the

ballot (L. G., Sept., p. 581) (Returning officer: G. R. Doucet). (See also Item No. 20, Applications for Certification Granted, above.)

12. International Association of Machinist and Aerospace Workers, the petitioner in a request for review, Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., respondent, and D. A. Robinson, *et al.*, interveners (L. G., Aug., p. 496). The Board directed that a representation vote be conducted among certain clerical employees in the respondent's Maintenance and Engineering Department to determine whether or not they desire the said union to act as their bargaining agent within the bargaining unit for which the petitioner was certified as bargaining agent on August 27, 1948.

Applications for Revocation Granted

1. Piette Transport Inc., Joliette, Que., applicant, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the Board's order of April 12, 1962, certifying the respondent union as the bargaining agent for a unit of truck drivers and labourers employed by the company (L. G., July, p. 416.)

2. *Martel Express Ltée.*, Farnham, Que., applicant, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The Board notified the parties that, on the evidence before it, the Board was of the opinion that the Order of Certification issued to the respondent's union on July 4, 1966, is, in the present circumstances, of no force and effect. The application was not opposed by the respondent union, and upon the information before it, the Board concluded that the business or undertaking of the company, as presently carried on, is conducted solely within the Province of Quebec, and is not subject to the legislative authority of the Parliament of Canada.

Request for Review under Sec. 61 (2)

The Board issued Reasons for Judgment in a request for review made by the General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America for review of the Certification issued by the Board on June 6, 1966, which certified the union as the bargaining agent for a unit of driver-helpers employed on leased tractors by Arrow Transit Lines Ltd., Winnipeg, Man. (L. G., March, p. 191). Named as respondents in the review proceedings were: Arrow Transit Lines Ltd., Winnipeg, Man.; Kingsway Freightlines Limited, Calgary, Alta.; John Kron & Son Limited, Winnipeg, Man.; and Kingsway Transports Limited, Agincourt, Ont.

Applications for Certification Received

1. Shaft & Development Workers, Local 1037, International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees of Mount Nansen Mines Limited, Vancouver, B.C., employed at Carmacks, Y. T. (Investigating officer: D. H. Cameron).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of masters, mates and engineers employed aboard the M.V. *Canadian Tide* and the M.V. *Min Tide* by Pacific Tidewater Marine Ltd., Port Alberni, B.C. (Investigating officer: C. M. Gilmour). (See also Item No. 22, Applications for Certification granted, above.)

3. International Union of Operating Engineers, Local 115 on behalf of a unit of employees employed in the Yukon Territory by Poole Engineering Company Limited, Edmonton, Alta., (Investigating officer: C. M. Gilmour).

4. Asbestos Workers' Union, Local 1612 on behalf of a unit of employees of Outfitters Incorporated Ltd., Corner Brook, Nfld., engaged in the loading and unloading of ships (Investigating officer: W. J. Gillies).

5. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Kraus Transport Limited, Toronto, Ont. (Investigating officer: H. A. Fisher).

6. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail truck drivers employed by Federal Delivery Inc., Ste-Foy, Que. (Investigating officer: R. L. Fournier).

7. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail truck drivers employed by H. O. Grenier, St-Pascal, Que. (Investigating officer: G. R. Doucet).

Application for Certification Withdrawn

International Union of Operating Engineers, Local 115, applicant, and Poole Engineering Company Limited, Edmonton, Alta., respondent (employees in Yukon Territory) (L. G., Feb., p. 128).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During August, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Tiger Transfer Ltd., Calgary, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron).

2. Continental Explosives Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

3. Canadian Pacific Air Lines Limited, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: D. S. Tysoe).

4. National Harbours Board, Port of Montreal, and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier).

5. Canadian Lake Carriers' Association, Montreal, and Canadian Marine Officers' Union (Conciliation Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Settlements by Conciliation Officers

1. Porter Shipping Limited, Toronto, Ont., and Canadian Marine Officers' Union (Conciliation Officer: T. B. McRae) (L.G., Oct., p. 644).

2. Canadian National Railways (Canadian National Newfoundland Steamship Service) and Canadian Merchant Service Guild (Conciliation Officer: H. R. Pettigrove) (L. G., Sept., p. 581).

3. B. C. Towboat Owners' Association (certain member companies) and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 498).

4. B. C. Towboat Owners' Association (certain member companies) and Local 400, Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 498).

Conciliation Boards Appointed

1. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 581).

2. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Oct., p. 644).

3. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Oct., p. 644).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in July to deal with a dispute between Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and United Steelworkers of America (L. G., Oct., p. 644) was fully constituted in August with the appointment of Roy A. Gallagher, Q. C., Winnipeg, as Chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Monk, Q. C., and union nominee S. M. Cherniack, both of Winnipeg.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and Lodge 717, International Association of Machinists and Aerospace Workers (L. G., Oct., p. 644) was fully constituted in August with the appointment of Dr. Louis Fine, Toronto, as Chairman. Dr. Fine was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee B. M. W. Paulin, Toronto, and union nominee W. G. Carson, Dundas, Ont.

3. The Board of Conciliation and Investigation established in July to deal with a dispute between E.M.I.-Cossor Electronics Ltd., St. John's, Nfld., and National Association of Broadcast Employees and Technicians (L. G., Oct., p. 644) was fully constituted in August with the appointment of R. Hattenhauer, St. John's, as Chairman. Mr. Hattenhauer was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee P. J. Lewis, Q. C., and union nominee E. Thoms, both of St. John's.

4. The Board of Conciliation and Investigation established in June to deal with a dispute between Bristol Aviation Services, Montreal International Airport, and Lodge 869, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 589) was fully constituted in August with the appointment of Marc Brière of Montreal, as Chairman. Mr. Brière was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee M. G. Bergeron and union nominee L. Gagnon, both of Montreal.

Board Reports Received

1. McCabe Grain Company, Edmonton, Alta., and Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., June, p. 365).

2. Canadian National Railways (Canadian National Newfoundland Steamship Service and Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Sept., p. 589).

Settlements after Board Procedure

1. Canadian Pacific Air Lines, Limited, Vancouver, and Lodge 764, International Association of Machinists and Aerospace Workers (L. G., Oct., p. 644).

2. Canadian National Railways (Canadian National Newfoundland Steamship Service and Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers (see above). Mr. H. R. Pettigrove was appointed mediator, and he brought the parties to a settlement.

3. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L. G., Oct., p. 644).

4. National Harbours Board and National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., Oct., p. 644).

Settlement during Board Procedure

Canada Coach Lines Ltd., Hamilton, Ont., and Amalgamated Transit Union, Division 107 (L. G. Oct., p. 644).

Dispute Lapsed

Transcanada Communications Limited (Station CKCK-TV) Regina, Sask., and National Association of Broadcast Employees and Technicians (L. G., Feb., p. 138).

Strike Action

Canadian Lake Carriers' Negotiating Committee (26 companies) and Seafarers' International Union of Canada (L. G., Oct., p. 644).

Britain pays employers to hire workers

In what has been described as a "brave and original" attempt to correct the regional imbalance in Britain's economy, the Government decided in July to pay manufacturing firms a cash premium for every worker they employ. Payment, which began in September, amounts to 30 shillings ($4.50) a week for the hiring of a male employee and 15 shillings for a female worker.

The Confederation of British Industry, the principal organization of employers, was not enthusiastic about the scheme, but the 9,500,000-member Trades Union Congress greeted it warmly. The TUC regards it as a good way of utilizing human resources that "are now lying wastefully idle in the development areas." It believes also that the premium could provide a new stimulus to regional "reflation" without creating new worries for the Government concerning the balance of payments.

The Ministry of Labour gives grants and practical help for the training and retraining of labour for firms moving into development areas or expanding there. Most of the Ministry's own training centres are in these areas, and workers receive allowances while learning new skills.

The scheme is costly—$300,000,000 a year—but it will not be a permanent subsidy. It is intended to run for seven years and then taper off. It is assistance on a scale that has not been seen since the development areas were recognized as being in need of special aid.

Director appointed to U.S. Employment Service

Charles E. Odell, former director of the United Auto Workers' Older and Retired Workers Department, has been appointed Director of the United States Employment Service by U.S. Secretary of Labor W. Willard Wirtz.

He succeeds Frank H. Cassell, who is returning to private industry. As special assistant to Mr. Cassell since April 1966, Mr. Odell was a key figure in developing and implementing the Government's Human Resources Development program.

Legal Decision Affecting Labour

The Ontario High Court has ruled that the decision of an arbitration board on a referred question of law is not subject to judicial review

Legislation Branch

On January 25, 1967 Mr. Justice Jessup of the Ontario High Court dismissed an application to quash an award of an arbitration tribunal under a collective agreement, and held that, where a specific question of law is submitted to arbitrators, their decision is not reviewable simply because questions of fact might be involved in the submission.

The Court held further that, in Ontario, the rights and benefits provided for individuals by a collective agreement are enforceable by individual employees either in the Courts or under Sec. 34 (9) of the Labour Relations Act, provided, however, that when these rights or benefits depend on the interpretation of a collective agreement, such interpretation is within the exclusive jursidiction of a board of arbitration and a condition precedent to a court action.

Circumstances of Dispute

On January 31, 1966 the award of an arbitration board dismissed two grievances submitted by Local 5, International Mailers' Union, Toronto, under three collective agreements between the Mailers' Union and the Globe and Mail Ltd., The Telegram Publishing Co. Ltd. and the Toronto Star Ltd.

The grievances submitted to arbitration concerned members of the Mailers' Union who were employees of one or other of the employers mentioned above.

All three collective agreements contained the following clause:

> (101) The Employer agrees to employ only members of Toronto Mailers' Union No. 5 to perform all work within the jurisdiction of the Union. The Union shall furnish as many competent journeymen as are called for by the Employer to meet his requirements, and to thereby make it unnecessary for regular members to work in excess of five days or nights in any one regularly scheduled workweek. If the Union fails to do this, the Employer may secure the help needed from any source, provided that such help are members of the International Typographical Union.
>
> (703A) No employee covered by this agreement shall be required to cross a picket line established because of a legal strike or any lockout of Toronto Typographical Union No. 91.

The collective agreements provided for certain hospitalization and other like benefits by the employers. (Para. 1001 (1) and (2)). Para. 1101 provided for a grievance and arbitration procedure. The term of the agreements were from January 1, 1963 to December 31, 1964.

All the employers concerned also had collective agreements with Toronto Typographical Union No. 91, and that union and the Mailers' Union were both locals of the International Typographical Union. On July 9, 1964, Toronto Typographical Union 91 started a lawful strike against the employers, and set up picket lines at their premises. At that time, about 40 mailers were employed by the Globe and Mail Ltd., 125 by the Toronto Star Ltd., and 50 by the Telegram Publishing Co. Ltd. Following the establishment of the picket line, only two—and later some six or eight—of the mailers returned to work.

The arbitration board found that the remainder of the mailers not only abstained from work, but participated in picketing and other strike activities with the assistance of the Union itself. Such conduct continued up to the hearing before the arbitration board on September 30, 1965.

After several months, the employers discontinued their payments for the hospitalization and other like benefits provided for in the collective agreements

with the Mailers' Union. In the first week of April 1965, the president of the Mailers' Union informed each of the employers that the majority of the mailers wished to return to work. During this time, negotiations were in progress for new collective agreements between the Mailers' Union and the employers, and the latter refused to have the employees concerned return to work except under the terms of the proposed new agreements. But such agreements were never concluded, and, following conciliation procedures, the Ontario Minister of Labour released the report of a conciliation board on September 29, 1965.

Meanwhile, the Union brought a representative action in the Supreme Court against the Globe and Mail to restrain the newspaper from employing in its mailing room persons other than members of the Mailers' Union. The application for interim injunction was dismissed by Mr. Justice Lieff on January 18, 1965. One of the reasons for dismissal of the application reads, as follows:

> I find further that the Collective Agreement in force between the parties, and which does not expire for some considerable time to come, has been frustrated by the applicant, and that the applicant did not first invoke the arbitration procedure provided by the Collective Agreement whereby its terms would have been interpreted.

Following the refusal by the employers of an immediate return to work of the employees concerned, the Mailers' Union, by letters to each of the employers, dated April 20, 1965, initiated grievances. The letters read in part:

> The overwheming majority of our members who work in the [paper concerned] had signified individually to me that they wish to return to work, and whatever process is necessary [sic] to accomplish their aim, which in our mind is legally sound under the present agreement, should be carried out.
>
> On behalf of these members, please accept this letter as notification that we invoke Clause 1101 of the agreement [joint standing] and the clause we wish to process through the grievance procedure is Clause 703A [picket line].

Following the discontinuance by the employers of the hospitalization and other like benefits, the union had earlier initiated grievances with respect to that issue by letters to each of the employers dated October 31, 1964, which read in part:

> . . . I now wish to inform you that Toronto Mailers' Union No. 5 hereby invokes Clause 1101 of our agreement, including the final paragraph which states in part: "The conditions existing prior to the cause of the disputes shall be maintained until the dispute shall have been settled."
>
> We are invoking this clause on our claim that the [company] is not living up to the agreement specifically as referred to in Clause 1002, paragraph 2, also Clause 1101, Hospital 1 and Hospital 2.

Arbitration Award

The issue before arbitration board was the interpretation of para. 703A of the collective agreement (quoted above), and the fact of picketing and strike activities of the employees and of the Mailers' Union. The board by majority decision held:

> The action of the Mailers went far beyond the individual rights given to employees under Sec. 703 (A) of the collective agreements, and their actions were quite inconsistent with the right given to the employees under Sec. 703A of the collective agreements and were quite inconsistent with normal employee-employer relationships.

The decision of the majority of the board was based on the following principles of law:

> It has been held that it is an implied term of all contracts of employment that an employee shall serve his employer with good faith and fidelity, and shall not deliberately set out to do something which may harm his employer's business, even on what is called his own time. (See *Hivac Ltd. vs. Park Royal Limited*, 1946, 1 All E. R. p. 350.)
>
> If the breach of such contract is of an obligation which is essential to the contract, then the innocent party is free to refuse further performance of his own obligations. (See *Hayman vs. Darwin Ltd.*, 1942, 1 All E.R. p. 336.)
>
> In this case it is pointed out by Lord Wright, at page 355, that this is really an application of the maxim that a party cannot take the benefits of a contract without conforming to obligations imposed upon him by the contract. (See also *Cheshire and Fifoot*, Law of Contracts, 6th Edition, p. 504.)

In applying such principles, the majority award held that the duty to serve with good faith and fidelity was an implied term of the collective agreements, and that the actions of the employees, members of the Mailers' Union, in breach of such essential duty, relieved the employers from any obligation to them.

Issue of Fact and Law

The Union applied to the Court to quash the arbitration award on the ground that the findings of the board constituted an error on the face of the record in a matter of law material to the issues before the Board, but not specifically referred to it. This distinction was dealt with by Chief Justice Kerwin, delivering the judgment of the Supreme Court of Canada, in *Faubert and Watts v. Temagami Mining Co. Ltd.* [1960] S.C.R. 235 at p. 241, 22 D.L.R. (2d) 20 at p. 225:

> The authorities are all mentioned in the 16 ed. of Russell on Arbitration, but reference might be made particularly to the judgment of the House of Lords in *Absalom Ltd. v. Great Western (London) Garden Village Society Ltd.* [1933] A.C. 592. Lord Russell, with the concurrence of Lord Buckmaster and Lord Tomlin, at p. 607, points out that the authorities make a clear distinction between a case where disputes are referred to an arbitrator in the decision of which a question of law becomes material, from the case in which a specific question of law has been referred to him for decision. In the first, the Court can interfere if and when any error of law appears in the face of the award; but in the latter case, no such interference is possible upon the ground that it so appears that the decision upon the question of law is an erroneous one. Lord Warrington and Clyffe and Lord Wright came to a like conclusion for similar reasons.

The applicant submitted that, even if the question of law was specifically submitted to the board, the decision is reviewable because the submission to the board involved disputed matters of fact as well as of law. This submission was based on passages in the judgment of Lord Wright in the *Absalom* case.

In his reasons for judgment in the case at bar, however, Mr. Justice Jessup noted that such distinction is not found in the judgment of Lord Russell, which was adopted by Chief Justice Kerwin in the *Flaubert* case. Moreover, Lord Wright's judgment approved of *Re King and Duveen* [1913] 2 K. B. 32, where questions of fact were referred to the arbitrators. Consequently, Mr. Justice Jessup concluded that, if it can be found that a specific question of law is referred to arbitrators, their decision does not become reviewable simply because questions of fact are involved in the submission to them.

Jurisdiction to Review

Mr. Justice Jessup next considered whether, in the case at bar, the disputed decision of law was specifically referred to the board. In his view, in order to find what the issues of an arbitration were, it is proper to look not only at the grievance and any reply to it, but also at the award. In his opinion, it can be found in most labour matters that what has been referred is the construction of the entire collective

agreement, together with the material facts.

He noted that, in the case at bar, para. 703A of the collective agreements and para. 1001 (providing for hospital and other benefits) were specifically referred to the board. The contested matter of law arose only collaterally in the general issue as to whether, on the facts, the employees affected were entitled to the rights and benefits claimed. Accordingly, Mr. Justice Jessup held that the arbitration award under consideration was reviewable.

Collective Agreements and Contracts

It was argued that the arbitration board had held, as a matter of law, that, by reason of the actions of the employees and of the Mailers' Union, and in breach of an essential term of the collective agreements, the employers were relieved from all obligations under the collective agreements either to the employees or to the Union. Thus the agreements were, in effect, terminated. In the opinion of Mr. Justice Jessup, if the board so held, then it erred in law. In support of his view, he quoted from the judgment of Chief Justice McRuer in *Re Polymer Corp. and Oil, Chemical and Atomic Workers' Union, Local 16-14* (L. G. 1961, p. 379)*, the following:

> . . . a collective agreement is different in some aspects from an ordinary commercial contract . . . it is not that sort of contract that can be terminated by repudiation by one party merely because the other party has broken one of its terms.

Mr. Justice Jessup stated that it is questionable if many of the principles of contract law have any application to a collective agreement as such. He added that a collective agreement has the features of a treaty rather than a commercial contract, although Prof. A.W.R. Carrothers observed in *Labour Arbitration in Canada* (1961), p. 68:

> If the agreement looks like a duck, swims like a duck and quacks like a duck, the courts may reasonably be expected to treat it as a duck.

Counsel for the respondent companies referred to the principle of *Hayman v. Darwin Ltd.* as "discharge by acceptance of repudiation." Mr. Justice Jessup held that this principle, which would result in the cessation of operation of an agreement, has no application to a collective agreement as such. He noted that Sec. 39 (3) of the Ontario Labour Relations Act provides that:

> A collective agreement shall not be terminated by the parties before it ceases to operate in accordance with its provisions or this Act without the consent of the Board on the joint application of the parties.

It was Mr. Justice Jessup's view that the word "terminate" includes not only consensual rescission, but any ending of the operation of a collective agreement. He also thought the principle of the *Hayman* case, as applied to a collective agreement as such, was repugnant to the entire scheme and purpose of the Labour Relations Act. But he did not find, anywhere in the majority award, a finding that the collective agreements as such ceased to operate. When disposing of the grievance regarding hospitalization and other benefits, the board held:

> In the opinion of the Board, the actions of the Mailers, as above set out, continuing as it did for months, constituted a breach of the obligations of the employees, which obligations were essential to the contract and relieved the employers, at their option, of any obligation to share the costs of hospitalization and other benefits for employees not at work.

In the view of Mr. Justice Jessup, the arbitration board dealt only with the rights of those who had not returned to work and had participated in the picketing and other strike activities. Those employees were the only ones concerned with the right to return to work, and the grievance in that respect was decided by the board as follows:

> In addition in the opinion of the Board, the actions of the Mailers during the period in excess of nine months prior to April 20th, 1965 were such as to relieve the employers, in the circumstances here, of any obligation to permit the employees to return to work.

Mr. Justice Jessup concluded that the majority of the board was dealing with the individual rights of employees as a group on whose behalf the grievances were initiated. Consequently the award had a limited effect.

No Error in Law

In view of the limited effect of the award, Mr. Justice Jessup considered whether there was error in law in the decision of the arbitration board that the employees in question had become disentitled to benefits.

He held that, under the principle established by the Supreme Court of Canada in *Hamilton Street R. Co. v. Northcott* (L. G., Apr., p. 249), any rights or benefits provided for employees in a collective agreement in Ontario are enforceable by individual employees alternatively in the Courts or under Sec. 34 (9)† of the Ontario Labour Relations Act, subject only to the proviso in the case of a court action that, if the rights or benefits depend on the interpretation of the collective agreement, such interpretation is within the exclusive jurisdiction of a board or arbitration whose interpretation is a condition precedent to action.

If rights and benefits provided in a collective agreement are enforceable in a court action by an individual, it must be because they arise from his contract of employment. This follows, according to Mr. Justice Jessup, from the judgment of Mr. Justice Judson of the Supreme Court of Canada who said in *Syndicat Catholique des Employés de Magasins de Québec Inc. v. Compagnie Paquet Ltée* (L. G. 1959, p. 286):

> The collective agreement tells the employer on what terms he must in the future conduct his master and servant relations.

Accordingly, Mr. Justice Jessup held that in the hiring of an individual, the provisions of a collective agreement become terms and conditions of his contract of employment, and a matter of contractual right and obligation as between him as an individual and his employer. It follows that, if an individual employee breaches an obligation that is essential to his contract of employment, his employer is relieved from his obligations under that contract. He added further that, in a case where the obligation of the employee is a term of the collective agreement, a board of arbitration has jurisdiction to declare his disentitlement. As this was essentially the basis on which the majority award proceeded, he did not find that the board erred in law in doing so.

Mr. Justice Jessup held that it is equally open to the employee, in the event of a failure by his employer in an essential obligation, to decline further performance by quitting. And if, for such reason, a group of employees quit in concert, they would not be striking within the meaning of the Labour Relations Act. It would be otherwise if they were insisting on the continuance of the employee relationship by picketing, for instance.

The application to quash the arbitration award was dismissed. *Regina v. Fuller et al., Ex parte Earles and McKee*, (1967) 62 D.L.R. (2d) Part 3, p. 156; 67 CLLC, para. 14,004.

*The judgment was upheld by the Ontario Court of Appeal (L.G. 1961, p. 1276) and by the Supreme Court of Canada (L.G. 1962, p. 1184).

†Sec. 34 (9) Where a party, employer, trade union or employee has failed to comply with any of the terms of the decision of an arbitrator or arbitration board, any party, employer, trade union or employee affected by the decision may, after the expiration of fourteen days from the date of the release of the decision or the date provided in the decision for compliance, whichever is later, file in the office of the Registrar of the Supreme Court a copy of the decision, exclusive of the reasons therefor, in the prescribed form, whereupon the decision shall be entered in the same way as a judgment or order of that court and is enforceable as such.

June Claimants 40,000 Fewer Than Total in May

Claimants for unemployment insurance benefit on June 30 totalled 243,000, which was 14 per cent fewer than the total of 281,000 on May 31, and 34 per cent more than the total of 181,000 on June 30, 1966.

The number of male claimants on June 30 totalled 148,000, which was an increase of 39 per cent from that of a year ago. The number of female claimants increased 27 per cent during the past year. A 20-per-cent decrease in the number of male claimants accounted almost entirely for the decrease from May to June.

Male claimants accounted for 60 per cent of the total on June 30, and 75 per cent or more during the winter months. This is associated with the seasonal upswing of job opportunities for male workers.

Initial and Renewal Claims

A total of 89,000 initial and renewal claims were filed during June, which was 24 per cent fewer than the total of 117,000 filed during May, and 30 per cent more than the total of 68,000 filed during June 1966. Initial claims increased 28 per cent, and renewal claims increased 37 per cent during the year. Workers separated from their employment during the month accounted for 90 per cent of the June claims. The comparable figure for May was 75 per cent.

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during June was estimated to be 181,600, compared with 294,200 in May, and 137,500 in June 1966. Benefit payments during June totalled $17.8 million, compared with $37.2 million in May and $14.7 million a year ago.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

The decrease in beneficiaries and benefit payments from May to June can be attributed to the termination of benefits to claimants under the seasonal benefit provisions. The average weekly payment was $24.56 during June, compared with $25.28 during March and $23.78 during June 1966.

Provincial Data

The total of claimants since May 31 showed a decrease in every province with the exception of Ontario. The small increase of 3 per cent in the number of claimants in Ontario was the indirect result of labour disputes in the construction and manufacturing industries in that province.

The number of claimants since June 30, 1966, was higher in every province. Over 75 per cent of the increases occurred in Quebec and Ontario.

The number of claims filed since May 31 was lower in every province except Ontario. In that province, the number increased by 4 per cent as a result of a 20-per-cent increase in the number of renewal claims.

Summary Table

Activity	June 1967	May 1967	June 1966	Cumulative Data 1967: Jan. to June	Cumulative Data 1967: 12 months ending June
	(in thousands)				
Insured population as at month-end	—	4,670	4,500	—	—
Initial and renewal claims filed					
Total	89	117	68	961	1,695†
Initial	63	86	49	724	1,265
Renewal	26	31	19	237	429
Claimants currently reporting to local offices	243	281	181	441*	339*
Beneficiaries (weekly average)	182	294	138	361*	251*
Weeks compensated	726	1,471	619	9,374	12,977
Benefit paid	$17,837	$37,192	$14,712	$240,321	$327,119
Average weekly benefit	$24.56	$25.28	$23.78	$25.64	$25.21

*Monthly average
†Discrepancy between totals and sub-totals is due to rounding

Employment picture changes in New Zealand

The number of unemployed in New Zealand is now about 2,300, the highest total since World War II, and the New Zealand Federation of Labour was predicting a total of 20,000 by October.

In the last 25 years, New Zealand has always had more jobs than applicants, with a high rate of staff turnover in most industries, particularly among seasonal workers. Now the ratio has been drastically reversed, with as many as 40 applicants for a single advertised job.

Hardest hit are the unskilled workers; but carpenters, architects and nurses are also being laid off for lack of work.

Although the situation reminds older people of the depression, some industrialists are happy because they say that it tends to stabilize their staff. And for the first time in 20 years, they can employ selectively, hiring the most qualified applicants.

Decision of the Umpire Under the Unemployment Insurance Act

CUB-2703

The claimant filed a renewal claim for benefit on November 18, 1966 and registered for employment as a welder. He had been working for 2½ years in this capacity at a salary of $2.10 an hour at the time of his dismissal.

He subsequently stated that he was dismissed because he absented himself without permission to take a high-pressure welding test, and two other employees were released for the same reason. The employer reported to the local office that the claimant had been dismissed because of his "absences without notification."

The insurance officer notified the claimant that he was disqualified from the effective date of his claim, because he had lost his employment "for cause"—that is, by reason of his own misconduct within the meaning of the Act. But, considering the reason for which the claimant absented himself, and his long period of employment with this employer, the officer reduced the disqualification period to two weeks.

In reply to a letter received from the local office, the employer wrote that the claimant had absented himself from work for one day during the week of November 5, explaining that he had presented himself at the Immigration Office. When the superintendent inquired, no one was able to confirm that the claimant had been there; his fellow-workers reported however, that he was looking for other employment. The same thing occurred again on November 10 and the company dismissed him.

The claimant then appealed to the Board of Referees. He repeated his statement that he had gone to take a welding test on November 10, and was dismissed the following day. "We could not give the true reason for our absence as that would have meant our immediate dismissal."

On December 20, the apprenticeship centre to which the claimant said he had gone for the test confirmed his statement that he had been there on the two days mentioned, and said that he had passed the test.

The Board of Referees heard the case, and the majority decided to uphold the insurance officer's decision and dismiss the appeal.

A dissident member of the Board said that the claimant appeared to have had a perfect record with his employer, and that if his absence without permission was an infraction of the company's rules, the employer could have punished him by suspending him for a certain time. For this reason, he considered that "the claimant has not been dismissed for cause, within the general meaning of our legislation." He should therefore be reinstated in his entitlement to benefits.

The claimant appealed to the Umpire, stating in part: "On the advice of my fellow workers, I gave other reasons for my absence on those two days, as this type of thing is frowned upon and could have brought about my immediate dismissal . . . Some tattletale workers had told the foreman that I was looking for other employment and had not been absent for this reason . . ."

Considerations and Conclusions

The Umpire said that it had been proved satisfactorily that if the claimant had asked for leave of absence and given the true reason, this permission would have been refused. Without proof to the contrary, however, it could not be presumed that the employer had not had a valid reason for refusing the permission that day. Even though the claimant was worthy of praise in certain respects, the Umpire thought that his failure to ask his employer for permission to absent himself on the day in question constituted an act of misconduct within the meaning of the Act, and that the majority decision of the Board of Referees, who took into account the attenuating circumstances for the purpose of reducing the duration of the disqualification period, was well-founded in fact and in law. He therefore dismissed the appeal.

Indian women organize province-wide group

Ten delegates, representing Saskatchewan's 67 Indian reserves, met in Regina in August to set up an organization whose aims are to encourage the development of women's clubs on reserves, with a view to promoting discussion of living conditions, old age, child neglect, recreation, alcoholism and community leadership. These are the reserves' biggest headaches, according to Mrs. Gladys Johnston, Regina, chairman of the group.

The organization is the first of its kind in the province, and Mrs. Johnston is hopeful that it may reach a national level, although other provinces have not as yet responded to Saskatchewan's invitation to form similar groups. Several government agencies were represented at the two-day meeting, however, and a conference planned for late fall is receiving financial assistance from Ottawa, and planning assistance from the University of Saskatchewan.

When asked if band councils might think these women were moving into strictly council government areas, Mrs. Johnston said it was becoming increasingly obvious that women were better educated than their reserve peers, and had better leadership abilities. At least 10 women are already sitting on councils, and from now on, women will be seeking representation at council meetings.

ICFTU salutes Canadian unions

In a special Labour Day message to Canada and the United States, the International Confederation of Free Trade Unions (ICFTU) praised Canadian trade unions for their efforts in the fields of human rights legislation, the protection of minority groups, and unemployment insurance benefits.

The ICFTU said, "We warmly congratulate the Canadian trade unions on this Centenary celebration year in which they are acting as hosts to the ICFTU-sponsored First World Conference on Education in the Labour Movement, and the 5th International Labour Film Festival. We salute them especially for their sustained struggle to ensure the effective implementation of human rights legislation for all Canadians, particularly the disadvantaged minorities and their efforts to improve unemployment benefits."

Publications Received in the Department of Labour Library

List No. 224

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Automation—Labour Aspects

1. ECONOMIC COUNCIL OF CANADA. *A Declaration on Manpower Adjustments to Technological and Other Change.* November 1966. Ottawa, Queen's Printer, 1967. Pp. 14.

English and French, the latter inverted and with special title page. Title in French: Une déclaration au sujet de l'adaptation de la main-d'œuvre aux changements technologiques et autres.

2. INTERNATIONAL LABOUR OFFICE. *Technological Change and Manpower in a Centrally Planned Economy; a Study based on Soviet Literature dealing with the Metalworking Industry in the U.S.S.R.* Geneva, 1966. Pp. 92.

An analysis of 163 Soviet publications relating to the effects of automation in the metalworking industry.

BUREAU INTERNATIONAL DU TRAVAIL. *Progrès technique et main-d'œuvre dans une économie planifiée; l'évolution dans les industries mécaniques en U.R.S.S. d'après les publications soviétiques.* Genève, 1966. Pp. 102.

Travail et automation, Cahier no. 3.

Collective Bargaining

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Twenty-Five Provisions in Major Collective Agreements covering Employees in Canadian Industries (1966).* Ottawa, 1966. Pp. 24.

Contains tables of 25 main types of provisions in 188 collective agreements, covering 1,000 or more workers in Canadian industries. The collective agreements examined covered 505,400 workers.

4. MABRY, BEVARS DUPRE. *Labor Relations and Collective Bargaining.* New York, Ronald Press Co., 1966. Pp. 475.

Discusses the nature of labour relations and the role of the participants, the theory and techniques of collective bargaining, including the content and administration of labour agreements, and the special problems of industrial disputes.

Conferences

5. CONFERENCE ON STATISTICS. 3d, McMASTER UNIVERSITY, HAMILTON, 1962. *Papers,* edited by J. Henripin and A. Asimakopulos. Toronto, Published for the Canadian Political Science Association by the University of Toronto Press, 1964. Pp.vii, 260.

At head of title: Canadian Political Science Association, Conferences on Statistics 1962 & 1963, McMaster University, Hamilton & Laval University, Quebec.

Conferences held June 10-11, 1962 and June 8-9, 1963.

Contents: *Third Conference.* Some quantitative analyses of Canadian election results [by] John Meisel and Gilles Paquet. A Level-of-Living Scale for the Prairies, by Donald E. Willmott. Estimates of Canadian manufacturing output by markets, 1870-1915, by J. H. Dales. Historical statistics on growth and structure in manufacturing in Canada, 1870-1957, by Gordon W. Bertram. Price indexes in a social accounting framework, by B. J. Emery and T. K. Rymes. *Fourth Conference.* An econometric study of the reliability of Canadian preliminary annual national accounts estimates, by Frank T. Denton and John Kuiper. Short-term forecasting of non-residential construction, by S. J. May. Ratio estimates and sample surveys: a theoretical and empirical study, by R. A. Holmes.

6. CONFERENCE ON THE WEST INDIES AND THE ATLANTIC PROVINCES OF CANADA, DALHOUSIE UNIVERSITY, HALIFAX, 1966. *The West Indies and the Atlantic Provinces of Canada; Papers from a Conference organized by Canadian National Commission for UNESCO and Institute of Public Affairs, Dalhousie University, in Association with Atlantic Provinces Economic Council and Department of Trade and Industry, Province of Nova Scotia, May 18-20, 1966.* Halifax, Institute of Public Affairs, Dalhousie University, 1966. Pp. 70.

This conference was intended to promote a general knowledge of the West Indies and to show the relationship between the Atlantic Provinces and the West Indies. The conference adopted a resolution during its concluding session requesting the Association of Atlantic Universities "to study the possibility of establishing a Canada-West Indies Institute in cooperation with other interested parties . . ."

7. GOVERNOR'S CONFERENCE ON MANPOWER TRAINING, BUFFALO, N.Y., 1966. *Proceedings of the Governor's Conference on Manpower Training, June 2-3, 1966,*

Buffalo, N.Y. [Albany? New York State Manpower Advisory Council? 1966] Pp. 188.

Sponsored by New York State Manpower Advisory Council.

The participants at this Conference discussed problems in effective manpower utilization and training. The topics discussed included the Public Employment Service; training the disadvantaged; future manpower needs; occupational training for production and service workers; and, meeting technical and professional manpower demands.

8. MEETING OF EXPERTS ON SOCIAL AND CULTURAL FACTORS IN MANAGEMENT DEVELOPMENT, GENEVA, 1965. *Social and Cultural Factors in Management Development; [Conclusions, Preliminary Report, and Papers]* Geneva, Management Development Branch, Human Resources Department, International Labour Office, 1966. Pp. 178.

Employment Management

9. SLAVICK, FRED. *Compulsory and Flexible Retirement in the American Economy.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University [1966] Pp.vii, 172.

"This report contains an analysis of the plant and establishment characteristics which are associated with the use of compulsory and flexible retirement policies, and includes rough estimates of the prevalence of the various types of policies in the United States in 1962."

10. STRAUSS, GEORGE. *Personnel: the Human Problems of Management* [by] George Strauss [and] Leonard R. Sayles. Englewood Cliffs, N.J., Prentice-Hall, 1960. Pp. 750.

Partial contents: Technology and job satisfaction. Work groups and informal organization. General supervision. The supervisor's use of authority. Communications. Interviewing: the fine art of listening. Conference leadership. Introducing change. Discipline. Minimizing the human problems of large organizations. Personnel as a staff function. Recruitment and selection policies. Promotion, transfer, seniority policy for non-managerial employees. Management development. Performance evaluation. Management training. Wage and salary administration. Work measurement techniques. Service and benefit programs. Management's responsibilities in dealing with people.

Industrial Relations

11. BAKKE, EDWARD WIGHT. *Mutual Survival; the Goal of Unions and Management.* 2d ed. Hamden, Conn., Archon Books, 1966. Pp.ix, 116.

This book contains two assessments of union-management relations in the United States, one made in 1946 and the second made in 1966. The author says, "Both management and unions have survived that 20 years of trial and error by building a system of collective bargaining which, while recognizing the existence of conflicts of interest between them, provides a problem solving mechanism which enables the parties to live together tolerably well." The author calls this relationship, "antagonistic co-operation."

12. DALHOUSIE UNIVERSITY, HALIFAX. INSTITUTE OF PUBLIC AFFAIRS. BUREAU OF INDUSTRIAL RELATIONS. *Labour-Management Relations; a Summary of Proceedings of a Fourth One-Day Conference of Owners and Managers of Manufacturing and Processing Plants, held at Dalhousie University on November 27, 1958, in Co-operation with the Nova Scotia Department of Trade and Industry, Atlantic Division [of the] Canadian Manufacturers' Association, Maritime Provinces Board of Trade, Halifax Board of Trade, and the Atlantic Provinces Economic Council.* Halifax, 1959. Pp.iv, 40.

Contents: Labour-management relations: review and prospects. Four statements of experience and policy [regarding industrial relations]. So they're going to organize your plant. Negotiating the agreement. Current trends and problems.

13. DeSCHWEINITZ, DOROTHEA. *Labor-Management Consultation in the Factory; the Experience of Sweden, England, and the Federal Republic of Germany.* Honolulu, University of Hawaii, Industrial Relations Center, 1966. Pp. 128.

Describes joint committees and works councils, what they do and how they do it.

14. McCARTHY, WILLIAM EDWARD JOHN. *The Role of Shop Stewards in British Industrial Relations; a Survey of Existing Information and Research.* London, HMSO, 1966. Pp. 81. Research paper prepared for Great Britain Royal Commission on Trade Unions and Employer's Associations.

Provides information about shop stewards, with special reference to the problems before the Commission. Contents: Constitutional and procedural provisions. Shop steward functions in the workplace. Methods and effects of shop steward bargaining. Shop stewards and their unions. Factors affecting the behavior and influence of shop stewards. Practical applications.

15. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *Compulsory Arbitration of Industrial Disputes in Foreign Countries.* New York [n.d., 1966?] Pp. 14.

Labour Laws And Legislation

16. GRUNFELD, CYRIL. *Modern Trade Union Law.* London, Sweet & Maxwell, 1966. Pp. 517.

An examination of British trade union law as it was at the end of February 1966. Discusses the law as it applies to the legal structure of a trade union, trade union government and administration, inter-union disputes, agreements, and union mergers, industrial disputes, and trade union political activities.

17. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws: a Comparison of Major Provisions with Recommended Standards.* Rev. ed. Washington, GPO, 1966. Pp. 37.

18. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Lebanon.* Washington, GPO, 1966. Pp. 98.

Labour Organization

19. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Free Trade Unions for Economic and Social Progress; the Economic and Social Policies of the ICFTU.* Brussels, 1966. Pp. 78.

"Certain chapters of this booklet have been wholly or partly taken from [the ICFTU] pamphlet, 'The Fight for Economic and Social Progress', published in 1963."

The subjects considered are: "prices, wages and productivity; full employment; world economic problems; trade and development; the international monetary system; and housing."

20. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Handbook on Labour Unions in Nova Scotia, 1965-1966.* Halifax, 1966. Pp. 45.

"This report is prepared from the Canada Department of Labour's 1965 survey of *Labour Organizations in Canada* and from the 1965-1966 *Financial Statements* filed with the Nova Scotia Department of Labour."

Labour Supply

21. GORDON, ROBERT AARON, ed. *Long-term Man-*

power Projections; Proceedings of a Conference conducted by the Research Program on Unemployment and the American Economy, University of California, Berkeley [held at] Washington, D.C., June 25-26, 1964. R. A. Gordon, editor. Berkeley, Institute of Industrial Relations, University of California, 1965. Pp. 64.

"This conference was financed by a grant of funds from the Office of Manpower, Automation, and Training, U.S. Department of Labour."

The conference was held to inform participants what methods were being used by governmental and non-governmental groups to make manpower projections, and to get suggestions for improving the methods being used.

22. GREAT BRITAIN. COMMITTEE ON MANPOWER RESOURCES FOR SCIENCE AND TECHNOLOGY. *Report on the 1965 Triennial Manpower Survey of Engineers, Technologists, Scientists and Technical supporting Staff.* London, HMSO, 1966. Pp. 64.

23. HUTTON, MARY. *Gross Movements of the Labour Force*, by Mary Hutton and A. N. Polianski. Ottawa, Dept. of Manpower and Immigration, Research Branch, 1966. Pp. 33.

24. KUHN, JAMES WESLEY. *Scientific and Managerial Manpower in Nuclear Industry.* Foreword by Eli Ginzberg. New York, Columbia University Press, 1966. Pp. 209.

"The research reported herein was financed through the programs of the Office of Manpower Policy, Evaluation, and Research, United States Department of Labor."

A study of manpower policies in the nuclear power industry, including manpower policies of the U.S. Atomic Energy Commission.

25. SCHAFFER, WILLIAM ARTHUR. *Structural Changes and Plant Employment Proportions, 1954-57.* Ann Arbor, Mich., University Microfilms, 1966. Pp. 129.

Thesis (Ph.D.)—Duke University, 1966.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography . . . "

26. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. SUBCOMMITTEE ON EMPLOYMENT AND MANPOWER. *The Manpower Revolution; its Policy Consequences; Excerpts from Senate Hearings before the Clark Subcommittee.* Edited by Garth L. Mangum. With a foreword by Senator Joseph S. Clark. [Anchor Books ed.] Garden City, N.Y., Doubleday, 1966. Pp. 580.

Paperback book.

Consists of excerpts from *Nation's Manpower Revolution*, Hearings of the U.S. Senate Committee on Labor and Public Welfare held during 1963 and 1964.

27. U.S. DEPARTMENT OF LABOR. OFFICE OF MANPOWER POLICY, EVALUATION AND RESEARCH. *Technology and Manpower in Design and Drafting, 1965-75.* Washington, GPO, 1966. Pp. 39.

28. U.S. DEPARTMENT OF LABOR. OFFICE OF MANPOWER POLICY, EVALUATION AND RESEARCH. *Technology and Manpower in the Telephone Industry, 1965-75.* Washington, GPO, 1966. Pp. 53.

29. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Unused Manpower: the Nation's Loss.* Washington, GPO, 1966. Pp. 25.

Labouring Classes

30. AYUSAWA, IWAO FREDERICK. *A History of Labor in Modern Japan.* Honolulu, East-West Center Press, 1966. Pp. 406.

The author, Professor of Labor Problems and International Relations at the International Christian University in Tokyo, describes the history of labour in Japan up to 1962.

31. DEITER, JOHN CHARLES. *Multi-jobholding and the Short Workweek Issue.* Ann Arbor, Mich., University Microfilms, c1966. Pp. 253.

Thesis (Ph.D.)—Western Reserve University, 1965.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography . . . "

This dissertation is concerned with the relationships between multi-jobholding and the length of the primary job work week, and nine other factors. The investigation was restricted to the Akron, Ohio rubber and machinery industries, and the rubber industry located outside Akron.

32. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS (UNIVERSITY OF MICHIGAN-WAYNE STATE UNIVERSITY) *A Study of Patterns of Discrimination in Employment for the Equal Employment Opportunity Commission.* Detroit, 1966. Pp. 300.

This study, conducted with the co-operation of eleven state and municipal civil rights agencies, was made possible by a grant from the Equal Employment Opportunity Commission. "The major objectives of the study . . . were (a) the development and refinement of a method of approach for identifying patterns of discrimination in employment; and (b) the development of techniques for utilizing the information obtained in the expansion and improvement of employment opportunities for all minority group individuals, particularly Negroes and other non-whites."

33. INTERNATIONAL INSTITUTE FOR LABOR STUDIES. *Bulletin No. 1, October 1966.* Geneva, 1966. Pp. 93.

Partial contents: The Institute, its position and purpose [by] David A. Morse. Four keys to the purpose of Institute educational action [by] Robert W. Cox. Sweden, a trade union approach to an active labour market [by] Bertil Bolin. France, the role of employees and their organisations in solving manpower and employment problems. Recent institutional changes in planning and management in the socialist countries [by] R. M. Stamenkovic. Case study—Mackenzie in metamorphosis: the emerging need for institutions of social authority in Guyana's second community.

34. INTERNATIONAL LABOUR OFFICE. *Plantation Workers; Conditions of Work* and Standards of Living. Geneva, 1966. Pp. [284]

BUREAU INTERNATIONAL DU TRAVAIL. *Les travailleurs des plantations, leurs conditions d'emploi et leurs niveaux de vie.* Genève, 1966. Pp. [320]

35. PREUSS, WALTER. *The Labour Movement in Israel, Past and Present.* [3d ed.] Jerusalem, R. Mass. [1965] Pp. 239.

36. SMITH, A. D. *Redundancy Practices in Four Industries; a Comparison of Structural Redundancy Practices in the Railway, Steel, Cotton Textiles and Telecommunications Industries of the United States and the United Kingdom.* Paris, OECD, 1966. Pp. 129.

"The redundancy practices considered in this report are those associated with natural attrition, internal transfers to new jobs, retraining, and aids, including financial assistance, to dismissed workers." Each of the countries studied is dealt with separately and "each of the four industries is considered in its specific national, institutional and collective bargaining setting."

Management

37. FLOYD, ELIZABETH RICHARDSON. *Preparing the Annual Report.* New York, American Management Association, c1960. Pp. 112.

Contents: Part 1. Steps in producing the annual report.

Overall responsibility. Authorization of expenditure. The planning process. Working up the manuscript. Distribution of the annual report. The respondents' annual reports. Part 2. Content of annual reports. Organization of information. The sections. Part 3. Exhibits.

38. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers. Annual no. 12.* Edited by Jean B. McArthur. Washington, 1966. Pp. 85.

"The articles [in this booklet] first appeared as individual issues in the series, *Management Aids for Small Manufacturers* during the year ended June 30, 1964."

Partial contents: Bank loan limitations: living within them. Effective communication in small plants. Getting facts for better sales decisions. Keeping machines and operators productive. Financial facts that lenders require. Will profit sharing help your firm? Publicize your company by sharing information.

39. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids. Annual No. 8.* Edited by Jean B. MacArthur. Washington, GPO, 1966. Pp. 87.

This booklet contains 12 aids originally published during the year ended June 30, 1963.

Partial contents: Offsetting the higher cost of doing business. Color can stimulate sales. Customers: a neglected sales force. Pricing your services for profit. Electronic recordkeeping for small marketers. Are you selling enough service?

Occupations

40. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Industrial Instrumentation Trade.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1965. Pp. 544.

Productivity Of Labour

41. GELLERMAN, SAUL WILLIAM. *Motivation and Productivity.* New York, American Management Association, 1963. Pp. 304.

"The first part of the book deals with motivation in terms of the work environment: how various types of supervision, management philosophies, and organization structures affect individual productivity. The second part considers motivation from the standpoint of the individual, what his needs and purposes are and how he acquires and expresses them. In the third part, the author shows how the lessons learned from studies of both the individual and his work environment can help managers solve problems of leadership, recruitment, morale, organization change, and labor relations."

42. U.S. BUREAU OF LABOR STATISTICS. *Labor Productivity of the Steel Industry in the United States, July 1966.* [Washington, 1966?] Pp. 36.

"Prepared for the Economic Commission for Europe in connection with a decision made in 1965 by the 33rd session of the Commission's Steel Committee."

Social Conditions

43. INTERNATIONAL LABOUR OFFICE. *The Role of Social Security and Improved Living and Working Standards in Social and Economic Development.* Third item on the agenda. Geneva, 1966. 2 vols.

At head of title: Report 3. Part 1-2. Eighth Conference of American States Members of the International Labour Organization, Ottawa, September 1966.

Contents: Pt. 1. Social security. Pt. 2. Remuneration and conditions of work.

44. MAMORIA, C. B. *Labour Problems Welfare in India* [by] C. B. Mamoria & S. L. Doshi. [2d rev. and enl. ed.] Allahabad, Kitab Mahal, 1966. Pp. 492.

Unemployment

45. ALBRECHT, WILLIAM PRICE. *The Relationship between Wage Changes and Unemployment in Metropolitan and Industrial Labor Markets.* Ann Arbor, Mich., University Microfilms, c1966. Pp. 122.

Thesis (Ph.D.)—Yale University, 1965.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography. . . ."

"In this dissertation the relation between the rate of change of average hourly earnings and unemployment in a number of different labor markets in the United States is examined."

46. GONICK, CYRIL WOLFE. *Aspects of Unemployment in Canada.* Ann Arbor, Mich., University Microfilms, 1966. Pp. 218.

Thesis (Ph.D.)—University of California, Berkeley, 1965.

"This 'O-P Book' is an authorized reprint of the original edition, produced by microfilm-xerography . . . ."

This dissertation examines the causes and character of Canada's depressed areas, with particular attention to Windsor, Ontario. In conclusion, the author proposes a policy for Canada's depressed areas.

Wages and Hours

47. JOINT WORKING GROUP ON UNITED STATES-JAPAN WAGE STUDY. *Wages in Japan and the United States; Report on the Joint United States-Japan Wage Study.* Washington, GPO, 1966. Pp. 155.

Prepared jointly by the Ministry of Labor and the Ministry of International Trade and Industry of Japan, and by the U.S. Department of Labor with staff assistance from the U.S. Department of Commerce.

48. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Wage Rates and Hours of Labour in Nova Scotia.* Halifax, 1966. Pp. 226.

Contains statistics for industry, county, urban area, and urban and surrounding area as of October 1965.

49. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, February-March 1966; Accountants and Auditors, Attorneys, Personnel Management, Buyers, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical.* Washington, GPO, 1966. Pp. 75.

Women—Education

50. U.S. WOMEN'S BUREAU. *Continuing Education Programs for Women.* Washington, GPO, 1967. Pp. 31.

"Schools with special programs or services for adult women, by State": p. 12-28.

Concerns continuing education programs for women over 30 who wish to resume their formal education.

Miscellaneous

51. INTERNATIONAL LABOR OFFICE. *Statistics of Labour Cost. Report prepared for the Eleventh International Conference of Labour Statisticians (Geneva, October 1966).* Second item on the agenda. Geneva, 1966. Pp. 53.

At head of title: Report 2. International Labour Organization. 11th International Conference of Labour Statisticians.

52. ORCUTT, GUY HENDERSON. *Microanalysis of Socioeconomic Systems; a Simulation Study* [by] Guy H. Orcutt [and others] New York, Harper & Row, 1961. Pp.xviii, 425.

"First of a series relating to the work of the Social Systems Research Institute at the University of Wisconsin."

53. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *L'évolution démographique*

de 1965 à 1980 en Europe occidentale et en Amérique du Nord. Demographic trends, 1965-1980, in Western Europe and North America. Paris, 1966. Pp. 115.

English and French text in parallel columns.

This is the third study of its kind; the first two studies covered the periods 1951-1971 and 1956-1976.

54. SMITH, DAVID CHADWICK. *Incomes Policies; Some Foreign Experiences and Their Relevance for Canada.* Ottawa, Queen's Printer, 1966. Pp. 207.

An examination of incomes policies in United States, Great Britain, Netherlands, Sweden and France in order to determine whether or not one would be useful for Canada.

55. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *A Manual for Programme and Performance Budgeting.* New York, 1965 [i.e. 1966] Pp. 103.

56. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. SUBCOMMITTEE ON FEDERAL PROCUREMENT AND REGULATION. *Background Material on Economic Impact of Federal Procurement, 1966.* Washington, GPO, 1966. Washington, GPO, 1966. Pp. 134.

At head of title: 89th Congress, 2nd session. Joint committee print.

"Materials prepared for the Subcommittee . . . ." by Ray Ward.

This pamphlet provides background information to assist the subcommittee which looks into the procurement, transportation, warehousing and disposal of Federal property.

57. VOICE OF AMERICA (RADIO PROGRAM) *Modernization: the Dynamics of Growth.* Edited by Myron Weiner. Washington, 1966. Pp. 373.

"This series of lectures was broadcast originally by the Voice of America."

"These essays represent the efforts of twenty-five American scholars to present their reflections in the most challenging problem of the twentieth century—how modernization occurs and how it can be accelerated." The essays are grouped under these headings: Perspectives and conditions, the modernization of society and culture, the modernization of politics and government, and, the modernization of the economy.

Statistics Section

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	August 17	8,101	− 0.3	+ 3.8
Employed	August 17	7,854	+ 0.2	+ 3.7
Agriculture	August 17	705	+ 3.4	+ 8.6
Non-agriculture	August 17	7,149	− 0.1	+ 3.2
Paid workers	August 17	6,658	− 0.2	+ 2.9
At work 35 hours or more	August 17	6,084	+ 6.2	+ 2.4
At work less than 35 hours	August 17	863	+ 1.5	+ 8.7
Employed but not at work	August 17	907	−28.2	+ 7.6
Unemployed	August 17	247	−13.0	+ 8.3
Atlantic	August 17	26	−10.4	0.0
Quebec	August 17	86	−18.9	+ 3.6
Ontario	August 17	86	− 7.5	+14.7
Prairie	August 17	19	−17.4	+11.8
Pacific	August 17	30	− 9.1	+11.1
Without work and seeking work	August 17	228	−13.0	+ 8.6
On temporary layoff up to 30 days	August 17	19	−13.6	+ 5.6
INDUSTRIAL EMPLOYMENT (1961 = 100)	May	122.0	+ 2.3	+ 1.4
Manufacturing employment (1961 = 100)	May	122.7	+ 0.8	− 0.7
IMMIGRATION	1st 6 Mos.	108,958	—	+26.7
Destined to the labour force	1st 6 Mos.	60,078	—	+34.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	100	− 3.9	−24.3
No. of workers involved	August	30,526	−14.0	−85.9
Duration in man days	August	415,700	+33.9	−57.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	May	$102.12	− 0.2	+ 6.4
Average hourly earnings (mfg.)	May	$2.38	0.0	+ 6.7
Average hours worked per week (mfg.)	May	40.3	− 0.5	− 1.5
Average weekly wages (mfg.)	May	$96.13	− 0.4	+ 5.2
Consumer price index (1949 = 100)	August	150.9	+ 0.5	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)	May	112.1	− 0.9	+ 1.6
Total labour income (millions of dollars)	May	2,660	+ 2.7	+ 9.8
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	June	289.4	+ 1.9	+ 2.2
Manufacturing	June	259.3	+ 2.8	+ 0.6
Durables	June	267.1	+ 2.0	− 0.5
Non-durables	June	252.5	+ 3.4	+ 1.6
NEW RESIDENTIAL CONSTRUCTION†				
Starts	July	14,965	−14.1	+49.0
Completions	July	9,232	+15.1	−28.4
Under construction	July	79,031	+ 7.7	+ 9.3

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, (Cat. No. 71-001), a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended August 19, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,101	671	2,323	2,989	1,328	790
Men	5,652	486	1,634	2,031	951	550
Women	2,449	185	689	958	377	240
14-19 years	1,132	106	338	386	200	102
20-24 years	1,153	112	386	379	179	97
25-44 years	3,295	238	950	1,262	516	329
45-64 years	2,306	198	593	880	394	241
65 years and over	215	17	56	82	39	21
EMPLOYED	7,854	645	2,237	2,903	1,309	760
Men	5,470	464	1,571	1,969	938	528
Women	2,384	181	666	934	371	232
Agriculture	705	36	150	195	293	31
Non-agriculture	7,149	609	2,087	2,708	1,016	729
Paid workers	6,658	555	1,918	2,561	952	672
Men	4,518	394	1,331	1,700	633	460
Women	2,140	161	587	861	319	212
UNEMPLOYED	247	26	86	86	19	30
Men	182	22	63	62	13	22
Women	65	*	23	24	*	*
PERSONS NOT IN LABOUR FORCE	5,830	642	1,695	1,959	949	585
Men	1,253	164	347	410	199	133
Women	4,577	478	1,348	1,549	750	452

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended August 19, 1967

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	13,931	2,307	3,988	1,057	4,076	1,027	1,476
LABOUR FORCE	8,101	1,132	3,859	946	1,221	728	215
Employed	7,854	1,058	3,778	899	1,201	710	208
Unemployed	247	74	81	47	20	18	**
NOT IN LABOUR FORCE	5,830	1,175	129	111	2,855	299	1,261
PARTICIPATION RATE†							
1967—August 19	58.2	49.1	96.8	89.5	30.0	70.9	14.6
July 22	58.5	51.2	96.5	89.9	29.8	71.1	15.0
UNEMPLOYMENT RATE‡							
1967—August 19	3.0	6.5	2.1	5.0	1.6	2.5	**
July 22	3.5	8.7	2.3	5.1	1.6	2.3	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended August 19, 1967

	August 1967	July 1967	August 1966
	(in thousands)		
TOTAL UNEMPLOYED	247	284	228
On temporary layoff up to 30 days	19	22	18
Without work and seeking work	228	262	210
Seeking			
Full-time work	210	239	195
Part-time work	18	23	15
Under 1 month	76	94	70
1-3 months	98	105	97
4-6 months	25	30	18
More than 6 months	29	33	25

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals**
					Monthly Totals					
					(millions of dollars)					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—July	59.2	673.0	220.0	40.8	234.3	41.9	345.6	734.7	100.7	2,482.9
August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June*	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July†	69.5	719.9	244.6	39.3	232.4	48.3	378.8	842.1	111.3	2,720.1
					Seasonally Adjusted					
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—July	57.3	677.8	212.8	34.3	205.3	40.7	345.3	752.2	100.5	2,448.0
August	61.4	682.0	194.2	35.5	203.0	40.0	346.8	775.6	100.7	2,461.0
September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,595.9
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June*	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July†	68.7	714.6	235.0	33.3	205.3	46.8	378.1	861.3	111.0	2,676.6

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS (Cat. No. 72-005).

Tables C-1, C-2, and C-4 are based on reports from employers having 20 or more employees in any month of the year; at May 1967, employers in the principal non-agricultural industries reported a total employment of 3,588,240. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons, and forms a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—May	120.3	122.7	95.99	123.6	122.3	99.70
June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April*	119.3	130.8	102.32	121.7	130.0	106.05
May†	122.0	130.5	102.12	122.7	129.7	105.73

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS (Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1967	Apr. 1967	May 1966	May 1967	Apr. 1967	May 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	112.8	106.4	116.5	84.08	85.70	79.25
Newfoundland	114.2	105.7	123.5	90.73	92.29	85.63
Prince Edward Island	120.7	106.0	134.1	69.03	71.05	63.32
Nova Scotia	112.2	108.7	113.4	82.44	82.94	77.25
New Brunswick	111.8	104.0	114.0	83.22	86.28	78.94
Quebec	119.4	116.8	117.6	100.19	100.57	94.56
Ontario	124.7	123.1	123.5	105.56	105.34	98.91
Prairie Region	119.8	115.5	115.1	95.04	95.07	89.27
Manitoba	114.5	111.4	110.3	91.03	90.10	84.38
Saskatchewan	119.0	113.3	117.0	94.73	94.63	87.91
Alberta	124.8	119.8	118.5	98.31	99.19	93.72
British Columbia	128.9	126.3	125.1	113.94	114.09	107.79
CANADA	122.0	119.3	120.3	102.12	102.32	95.99
URBAN AREAS						
St. John's	134.3	128.2	139.4	80.40	79.67	76.17
Halifax	111.3	111.0	112.5	83.56	84.36	79.88
Sydney	98.8	96.1	101.8	94.52	92.29	90.98
Moncton	114.1	110.4	110.7	80.25	79.47	73.60
Saint John	108.4	105.6	109.4	83.28	83.98	79.66
Chicoutimi	112.9	110.0	110.7	121.19	120.48	112.33
Montreal	122.9	122.5	120.7	102.03	102.39	96.28
Quebec	118.0	113.6	113.9	85.19	86.10	82.40
Shawinigan	103.7	101.4	109.9	104.16	104.74	105.06
Sherbrooke	116.4	114.8	110.6	86.62	86.60	82.65
Trois-Rivières	119.5	117.3	114.1	94.25	93.56	90.85
Ottawa-Hull	124.4	120.6	117.0	95.31	94.87	88.77
Belleville	115.8	114.7	114.9	89.01	88.95	85.02
Brampton	252.3	250.1	223.9	102.96	104.69	99.56
Brantford	136.5	134.3	131.9	96.88	99.47	91.67
Fort William-Port Arthur	128.8	123.2	127.2	105.63	102.13	102.64
Guelph	135.1	133.9	131.3	94.82	94.31	88.51
Hamilton	118.3	121.1	123.6	110.44	108.38	104.36
Kingston	121.2	119.9	129.5	101.97	98.85	92.67
Kitchener	141.5	140.4	139.9	92.58	92.23	86.95
London	124.6	123.8	123.9	97.08	97.42	90.53
Niagara Falls	113.9	109.9	115.0	98.96	100.08	94.30
Oshawa	138.8	137.0	156.3	119.15	118.95	113.33
Peterborough	135.4	133.6	133.1	108.29	108.19	103.73
Sarnia	133.2	135.7	126.7	137.85	137.62	126.49
Sault Ste. Marie	120.0	118.1	119.0	118.65	119.31	116.34
Sudbury	109.4	106.7	104.7	117.90	119.25	104.70
St. Catharines	140.9	135.5	137.2	113.23	113.97	107.09
Timmins	83.8	81.9	100.2	94.34	96.74	101.70
Toronto	125.7	124.6	124.3	106.29	106.31	99.27
Welland	114.7	114.1	113.5	121.96	120.03	115.10
Windsor	150.1	146.3	151.3	115.74	114.42	112.24
Winnipeg	117.2	114.9	113.4	86.49	85.71	80.66
Regina	118.7	113.6	116.6	91.89	92.38	87.11
Saskatoon	138.6	133.6	125.5	90.21	89.07	80.17
Calgary	133.7	131.2	123.6	98.33	98.26	92.73
Edmonton	130.4	125.9	125.2	94.04	93.22	88.52
Vancouver	127.8	126.3	124.0	109.62	109.22	103.75
Victoria	123.4	123.6	119.6	96.94	95.78	91.23

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS (Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
May 1967†	64.2	117.4	1,619.7	825.4	794.3	364.6	657.6	926.6	258.6	580.4	4,589.0
April 1967*	48.2	113.3	1,604.8	810.0	794.8	334.4	635.9	915.0	255.8	555.5	4,462.9
May 1966	66.1	118.2	1,620.8	821.9	799.0	387.3	635.9	904.8	243.1	539.6	4,515.6
NEWFOUNDLAND											
May 1967†	1.1	5.8	12.0	10.1	2.0	8.3	14.4	15.6	1.7	6.2	65.2
April 1967*	1.6	5.8	10.0	8.4	1.6	7.1	13.3	15.0	1.6	6.1	60.4
May 1966	1.9	6.6	12.5	10.5	2.0	10.9	14.5	15.9	1.6	5.8	69.7
PRINCE EDWARD ISLAND											
May 1967†	0.1	0.1	2.5	2.0	0.5	1.5	2.8	3.6	0.6	1.9	13.0
April 1967*	—	0.1	1.8	1.4	0.4	1.0	2.7	3.5	0.6	1.6	11.2
May 1966	0.1	0.1	3.2	2.7	0.5	1.9	2.8	3.8	0.6	1.7	14.2
NOVA SCOTIA											
May 1967†	1.8	7.4	32.5	17.0	15.4	13.1	22.3	27.7	6.3	12.5	123.6
April 1967*	1.2	7.2	31.2	16.6	14.6	11.4	21.5	27.3	6.2	12.2	118.2
May 1966	2.4	7.7	34.1	17.5	16.5	13.5	22.7	27.4	5.7	12.2	125.7
NEW BRUNSWICK											
May 1967†	6.4	2.6	27.1	17.5	9.6	9.4	21.4	22.6	4.2	10.3	104.0
April 1967*	2.9	2.6	24.6	15.2	9.4	8.4	20.4	22.3	4.2	9.8	95.1
May 1966	5.9	2.6	27.0	17.9	9.1	11.9	21.2	22.4	4.0	9.4	104.4
QUEBEC											
May 1967†	22.3	26.6	502.3	310.7	191.7	90.4	178.1	238.7	74.0	159.1	1,291.5
April 1967*	13.6	25.6	501.3	307.6	193.8	83.5	173.9	236.0	72.8	149.7	1,256.4
May 1966	20.1	26.8	500.7	307.9	192.8	110.5	168.1	232.0	69.4	143.8	1,271.5
ONTARIO											
May 1967†	11.1	34.6	806.2	355.8	450.4	139.9	216.5	364.4	111.9	227.0	1,911.6
April 1967*	9.3	33.5	802.7	351.0	451.7	131.9	209.9	360.7	110.7	218.8	1,877.5
May 1966	11.1	34.6	808.3	353.2	455.1	139.4	213.3	354.2	105.4	216.4	1,882.7
MANITOBA											
May 1967†	0.9	5.7	47.0	27.1	19.8	14.8	46.8	51.0	12.0	27.9	206.1
April 1967*	0.9	5.6	46.7	27.0	19.7	12.7	45.2	49.8	11.9	26.9	199.8
May 1966	1.5	5.3	46.3	27.4	18.9	13.3	45.8	50.1	11.7	27.1	201.2
SASKATCHEWAN											
May 1967†	0.1	5.3	15.3	9.8	5.5	15.3	27.4	36.3	8.1	17.2	125.0
April 1967*	0.1	5.0	14.7	9.5	5.2	11.9	26.0	35.9	8.0	16.5	118.1
May 1966	0.2	5.2	15.1	9.7	5.3	16.0	26.9	36.4	7.6	16.9	124.3
ALBERTA											
May 1967†	2.0	17.8	52.3	26.2	26.2	33.3	50.1	74.2	15.6	48.1	293.3
April 1967*	1.5	17.0	51.6	25.7	25.9	29.6	47.6	73.2	15.7	45.8	282.0
May 1966	2.6	17.4	47.9	26.1	21.8	33.5	48.5	72.3	14.0	42.3	278.4
BRITISH COLUMBIA											
May 1967†	18.2	9.7	122.5	49.1	73.3	38.1	76.5	92.1	24.4	69.4	450.9
April 1967*	17.0	9.2	120.1	47.8	72.3	36.7	74.3	91.0	24.2	67.3	439.9
May 1966	20.1	10.0	125.8	48.9	76.9	36.0	70.9	90.0	23.2	62.7	438.7

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding; Yukon and Northwest Territories included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry*, DBS (Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	May 1967	*Apr. 1967*	*May 1966*	*May 1967*	*Apr. 1967*	*May 1966*
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	108.4	104.8	107.8	127.61	128.16	117.60
Metals	105.8	102.8	106.1	128.68	129.10	117.96
Mineral fuels	103.5	100.9	100.9	133.31	131.62	123.16
Non-metals except fuels	111.7	109.9	111.9	118.26	117.53	107.88
Quarries and sand pits	124.7	112.3	128.7	112.29	109.31	104.13
Services incidental to mining	125.6	117.3	120.8	128.06	136.48	122.50
MANUFACTURING	122.7	121.7	123.6	105.73	106.05	99.70
Durable goods	133.7	134.1	135.9	112.83	113.44	107.16
Non-durable goods	113.9	111.6	113.8	99.03	98.92	92.55
Food and beverages	108.5	102.9	109.6	94.42	95.29	87.37
Foods	107.6	101.9	109.6	91.23	92.26	84.06
Beverages	114.0	108.7	110.0	113.16	112.99	107.90
Tobacco processing and products	99.8	103.5	90.6	108.84	106.07	102.69
Rubber products	119.5	118.1	123.8	109.12	107.20	102.79
Leather products	98.5	98.3	103.1	69.32	68.74	65.90
Textile products	118.0	116.4	115.3	87.99	87.14	81.25
Knitting mills	111.3	111.7	116.9	67.10	66.60	62.29
Clothing	110.4	111.5	113.5	63.76	63.12	60.13
Wood products	108.8	105.9	114.6	94.50	94.87	86.94
Furniture and fixtures	126.9	128.9	131.1	86.57	85.99	80.29
Paper and allied industries	118.9	116.3	117.7	123.37	123.68	117.81
Printing, publishing and allied industries	113.9	113.2	110.5	113.21	114.10	106.55
Primary metal industries	126.0	124.5	126.9	127.84	127.27	120.90
Metal fabricating industries	134.3	134.2	137.1	110.66	111.92	105.00
Machinery, except electrical	154.0	153.1	147.3	118.60	120.35	112.40
Transportation equipment	153.4	151.1	154.3	121.17	121.51	116.16
Electrical products	136.8	146.3	139.5	105.69	108.20	103.90
Non-metallic mineral products	118.6	117.7	128.2	112.96	111.53	105.86
Petroleum and coal products	105.0	100.7	100.8	155.66	154.53	148.73
Chemicals and chemical products	121.2	119.3	118.9	121.32	120.88	113.64
Miscellaneous manufacturing industries	131.3	131.2	129.5	92.17	92.82	86.31
CONSTRUCTION	121.8	115.6	135.2	131.26	132.78	120.14
Building	129.5	126.7	131.3	128.86	129.86	116.57
Engineering	108.5	96.2	142.7	136.26	139.48	126.43
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	112.0	109.0	106.0	111.44	111.17	103.44
Transportation	109.3	105.8	101.7	111.10	110.53	102.34
Storage	115.4	111.5	113.2	98.53	96.85	93.11
Communication	119.6	118.3	116.6	107.81	106.38	100.62
TRADE	124.0	122.7	121.0	81.44	81.04	76.72
Wholesale trade	120.3	118.2	116.1	101.13	101.11	95.28
Retail trade	126.1	125.1	123.9	70.95	70.45	66.61
FINANCE, INSURANCE AND REAL ESTATE	124.8	123.7	119.3	99.35	99.19	92.93
Financial institutions	127.4	126.4	122.9	95.14	94.77	89.72
Insurance and real estate	121.4	120.1	114.1	105.30	105.46	97.79
SERVICE	154.3	147.0	137.9	74.58	74.60	69.29
Recreational services	136.3	129.4	130.1	65.24	64.95	60.53
Business services	171.4	164.3	155.0	111.69	114.68	105.64
Personal services	141.9	136.5	129.6	55.00	54.75	52.66
Miscellaneous services	184.9	171.0	150.1	84.66	82.17	75.21
INDUSTRIAL COMPOSITE	122.0	119.3	120.3	102.12	102.32	95.99

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS (Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1967	April 1967	May 1966	May 1967	April 1967	May 1966	May 1967	April 1967	May 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.9	41.9	42.0	2.81	2.81	2.58	117.81	117.62	108.45
Metals	41.4	41.4	41.4	2.95	2.95	2.70	122.20	121.94	111.55
Mineral fuels	43.0	41.0	42.7	2.37	2.29	2.25	102.05	98.05	96.12
Non-metals, except fuels	42.4	42.6	41.4	2.63	2.60	2.47	111.54	110.77	101.95
Quarries and sand pits	49.3	47.9	49.0	2.26	2.24	2.06	111.37	107.28	100.98
Services incidental to mining	39.5	43.5	42.7	3.06	2.99	2.76	120.94	130.13	117.75
MANUFACTURING	40.3	40.5	40.9	2.38	2.38	2.23	96.13	96.50	91.37
Durable goods	40.9	41.1	41.4	2.55	2.56	2.41	104.30	105.06	99.73
Non-durable goods	39.8	39.8	40.4	2.21	2.20	2.05	87.90	87.62	82.76
Food and beverages	39.9	40.2	40.9	2.12	2.13	1.93	84.64	85.76	78.94
Foods	39.8	40.1	40.7	2.06	2.07	1.87	81.83	83.01	76.07
Beverages	40.6	40.9	41.9	2.59	2.58	2.41	105.09	105.51	100.80
Tobacco processing and products	38.0	37.1	37.5	2.60	2.58	2.51	98.74	95.69	94.05
Rubber products	41.4	40.8	41.8	2.46	2.42	2.32	101.63	98.90	96.76
Leather products	38.6	38.3	39.3	1.63	1.63	1.53	63.04	62.37	60.14
Textile products	41.5	41.3	41.8	1.87	1.84	1.71	77.58	76.10	71.34
Miscellaneous textiles	39.9	40.2	39.8	1.70	1.62	1.57	68.04	64.90	62.36
Knitting mills	40.5	40.2	40.4	1.47	1.46	1.37	59.41	58.68	55.28
Clothing	36.4	36.0	37.1	1.58	1.57	1.46	57.29	56.63	54.16
Wood products	40.2	40.5	40.1	2.24	2.24	2.07	89.84	90.56	82.93
Furniture and fixtures	41.8	41.7	41.7	1.90	1.90	1.78	79.57	79.11	74.19
Paper and allied industries	41.0	41.3	41.7	2.81	2.80	2.66	115.28	115.57	110.96
Pulp and Paper mills	41.1	41.4	42.0	3.06	3.06	2.91	125.80	126.44	122.13
Printing, publishing and allied industries	38.7	39.2	39.0	2.87	2.87	2.72	110.84	112.32	105.83
Primary metal industries	40.8	40.5	41.5	2.92	2.92	2.75	119.41	118.29	114.02
Iron and steel mills	41.0	40.2	41.9	3.11	3.08	2.93	127.42	123.80	122.72
Metal fabricating industries	41.2	41.6	41.9	2.51	2.53	2.36	103.47	105.39	99.11
Machinery, except electrical	40.9	41.8	41.9	2.68	2.69	2.51	109.57	112.39	105.44
Transportation equipment	40.7	41.0	40.9	2.76	2.77	2.64	112.40	113.72	107.97
Aircraft and parts	41.1	41.6	41.5	2.69	2.71	2.56	110.58	112.58	106.14
Motor vehicles	41.0	40.8	40.5	2.88	2.88	2.73	188.08	117.36	110.68
Assembling	41.2	41.1	40.6	3.08	3.07	2.88	126.76	126.28	117.20
Parts and accessories	40.7	40.7	40.5	2.79	2.77	2.64	113.45	112.10	106.68
Shipbuilding and repairing	37.7	40.5	41.1	2.58	2.64	2.56	97.31	106.82	150.17
Electrical products	39.9	40.5	41.2	2.28	2.31	2.22	91.01	93.65	91.36
Communications equipment	39.3	40.3	40.9	2.14	2.23	2.11	84.22	89.93	86.31
Non-metallic mineral products	43.1	42.7	43.6	2.47	2.45	2.31	106.33	104.64	100.60
Petroleum and coal products	42.5	41.9	44.0	3.39	3.39	3.18	143.99	141.85	140.28
Chemical and chemical products	41.1	41.0	41.4	2.58	2.56	2.40	106.23	105.03	99.41
Miscellaneous manufacturing industries	40.4	40.6	40.5	1.94	1.94	1.82	78.36	78.93	73.67
CONSTRUCTION	41.3	41.3	42.5	3.13	3.17	2.77	129.34	131.07	117.71
Building	39.7	40.3	40.2	3.20	3.18	2.82	126.98	128.19	113.62
General contractors	38.9	39.7	40.5	3.07	3.06	2.71	119.52	121.46	109.60
Special trade contractors	40.4	40.7	39.9	3.30	3.29	2.95	133.42	133.78	117.61
Engineering	44.5	43.9	46.5	3.02	3.14	2.69	134.33	137.86	125.06
Highways, bridges and streets	45.2	43.5	46.7	2.45	2.49	2.26	110.66	108.15	105.59
Other engineering	43.8	44.2	46.1	3.55	3.55	3.06	155.51	157.16	141.42
OTHER INDUSTRIES									
Urban transit	44.3	42.6	42.3	2.87	2.85	2.58	127.05	121.42	109.06
Highway and bridge maintenance	39.5	40.1	39.5	2.19	2.17	1.97	86.50	86.98	77.80
Laundries, cleaners and pressers	38.8	39.1	39.1	1.40	1.40	1.30	54.26	54.75	50.80
Hotels, restaurants and taverns	34.1	33.9	34.8	1.38	1.38	1.13	47.24	46.76	45.53

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS (Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
Last Pay Period in					
1966—May	40.9	2.23	91.37	122.7	110.3
June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93 65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April*	40.5	2.38	96.50	129.6	113.1
May†	40.3	2.38	96.13	129.1	112.1

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS (Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	May 1967	April 1967	May 1966	May 1967	April 1967	May 1966
				$	$	$
Newfoundland	41.9	41.5	43.2	1.94	2.06	1.83
Nova Scotia	40.7	40.7	41.5	1.93	1.95	1.81
New Brunswick	40.0	41.7	42.3	1.95	2.01	1.81
Quebec	41.0	41.2	42.0	2.13	2.14	2.01
Ontario	40.4	40.4	40.8	2.51	2.50	2.36
Manitoba	39.6	39.5	40.2	2.12	2.11	1.93
Saskatchewan	39.6	39.5	39.4	2.46	2.43	2.29
Alberta	39.2	39.6	39.7	2.45	2.44	2.26
British Columbia	37.9	38.1	37.7	2.95	2.95	2.75

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS (Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 675, October issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—May	4,670,000	4,388,900	281,100
April	4,746,000	4,253,700	492,300
March	4,750,000	4,206,200	543,800
February	4,681,000	4,129,200	551,800
January	4,684,000	4,152,100	531,900
1966—December	4,633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300
May	4,404,000	4,186,400	217,600

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry on April 1, 1967.

TABLE E-4—Benefit Payments, by Province, June 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	29,043	761,231
Prince Edward Island	3,117	68,405
Nova Scotia	29,014	667,945
New Brunswick	28,354	680,694
Quebec	245,000	6,159,110
Ontario	240,148	5,839,087
Manitoba	23,250	530,159
Saskatchewan	13,203	301,854
Alberta	27,429	670,097
British Columbia	87,700	2,158,710
Total, Canada, June 1967	726,258	17,837,292
Total, Canada, May 1967	1,471,201	37,191,524
Total, Canada, June 1966	618,594	14,712,301

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, June 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	*Total**	*Initial*	*Renewal*	*Total Disposal of†*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,735	1,370	365	2,196	1,211	985	655
Prince Edward Island	255	193	62	244	166	78	126
Nova Scotia	3,018	2,070	948	3,153	2,140	1,013	891
New Brunswick	2,619	2,113	506	3,027	1,795	1,232	735
Quebec	28,777	20,564	8,213	31,074	18,155	12,919	10,477
Ontario	37,551	25,530	12,021	33,871	20,786	13,085	14,245
Manitoba	1,749	1,394	355	1,852	1,144	708	516
Saskatchewan	944	783	161	998	564	434	287
Alberta	2,325	1,836	489	2,462	1,459	1,003	706
British Columbia and Yukon Territory	10,184	7,212	2,972	11,292	6,734	4,558	2,808
Total, Canada, June 1967	89,157	63,065	26,092	90,169	54,154	36,015	31,446
Total, Canada, May 1967	116,869	86,346	30,523	125,195	94,974	30,221	32,458
Total, Canada, June 1966	68,442	49,378	19,064	70,901	42,852	28,049	26,772

*In addition, revised claims received numbered 25,634.

†In addition, 26,677 revised claims were disposed of. Of these 2,932 were special requests not granted and 1,228 were appeals by claimants. There were 5,833 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 30, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20-per-cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	May 31 1967	June 30 1966
CANADA	242,820	93,268	65,621	56,604	27,327	281,075	181,311
Male	148,019	61,197	40,311	31,977	14,534	185,534	106,754
Female	94,801	32,071	25,310	24,627	12,793	95,541	74,557
NEWFOUNDLAND	8,791	2,355	2,694	2,669	1,073	12,276	5,219
Male	7,252	2,013	2,329	2,156	754	10,623	4,045
Female	1,539	342	365	513	319	1,653	1,174
PRINCE EDWARD ISLAND	930	279	263	283	105	1,581	694
Male	574	147	195	171	61	1,159	413
Female	356	132	68	112	44	422	281
NOVA SCOTIA	10,691	3,514	2,814	2,702	1,661	12,925	9,106
Male	7,522	2,646	2,036	1,690	1,150	9,657	6,267
Female	3,169	868	778	1,012	511	3,268	2,839
NEW BRUNSWICK	9,583	2,692	3,036	2,454	1,401	13,272	8,143
Male	6,738	1,959	2,324	1,643	812	10,245	5,658
Female	2,845	733	712	811	589	3,027	2,485
QUEBEC	80,862	32,108	23,422	17,728	7,604	100,607	58,771
Male	54,569	22,333	16,422	11,693	4,121	73,854	37,520
Female	26,293	9,775	7,000	6,035	3,483	26,753	21,251
ONTARIO	85,297	36,446	20,787	18,984	9,080	82,890	60,975
Male	45,455	22,265	9,948	8,873	4,369	44,581	30,826
Female	39,842	14,181	10,839	10,111	4,711	38,309	30,149
MANITOBA	6,118	1,743	1,645	1,851	879	8,337	6,062
Male	2,820	788	771	805	456	4,434	3,109
Female	3,298	955	874	1,046	423	3,903	2,953
SASKATCHEWAN	3,771	1,140	995	1,046	590	5,218	3,451
Male	1,685	434	434	512	305	3,024	1,470
Female	2,086	706	561	534	285	2,194	1,981
ALBERTA	8,194	2,350	2,679	2,158	1,007	11,690	7,073
Male	4,547	1,260	1,686	1,134	467	7,778	3,763
Female	3,647	1,090	993	1,024	540	3,912	3,310
BRITISH COLUMBIA, YUKON TERRITORY	28,583	10,641	7,286	6,729	3,927	32,279	21,817
Male	16,857	7,352	4,166	3,300	2,039	20,179	13,683
Female	11,726	3,289	3,120	3,429	1,888	12,100	8,134

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—August	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of August 1967

	All-Items									
	August *1966*	July *1967*	August *1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
St. John's, Nfld.*	127.1	129.4	130.9	129.7	122.1	126.0	126.6	180.0	154.5	120.4
Halifax	139.0	141.4	143.1	144.8	139.9	140.1	143.2	184.2	188.8	131.8
Saint John	141.8	144.6	145.9	147.1	138.9	142.1	152.8	212.2	173.5	131.1
Montreal	142.6	149.0	149.7	155.8	145.0	125.1	182.4	198.7	172.2	131.9
Ottawa	145.2	147.9	148.6	151.7	143.3	136.6	168.8	198.2	162.3	136.0
Toronto	147.9	151.7	152.1	147.5	152.8	139.6	159.9	189.8	205.4	132.5
Winnipeg	140.1	145.8	146.5	147.8	135.3	144.2	149.3	208.6	164.7	147.4
Saskatoon-Regina	136.7	140.2	140.9	147.7	133.3	143.7	140.9	168.4	160.7	129.3
Edmonton-Calgary	135.4	140.7	141.3	141.4	135.7	141.7	142.4	196.0	160.7	126.1
Vancouver	139.0	144.1	144.7	144.1	144.9	134.6	154.5	174.5	162.2	128.5

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 676, October issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—August	73	132	214,752	1,092,790	0.82
September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29

*Preliminary

TABLE G-2—Strikes and Lockouts, August 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	6	30
Forestry	1	222	1,110
Mines	2	1,165	1,170
Manufacturing	58	14,856	204,200
Construction	15	7,538	139,460
Transportation and utilities	5	5,488	56,810
Trade	6	223	4,820
Finance	1	40	260
Service	9	873	5,940
Public administration	2	115	1,900
All Industries	100	30,526	415,700

TABLE G-3—Strikes and Lockouts, August 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	583	3,390
Prince Edward Island	—	—	—
Nova Scotia	7	1,183	14,830
New Brunswick	2	250	4,190
Quebec	31	9,316	118,820
Ontario	38	12,433	202,310
Manitoba	1	13	120
Saskatchewan	2	300	6,280
Alberta	5	830	6,230
British Columbia	9	206	3,340
Federal	2	5,412	56,190
All Jurisdiction	100	30,526	415,700

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1967 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			August	Accumulated		
FORESTRY						
Laurentian Forest Protective Association, Tadoussac, Sept-Iles and Gagnonville, Que.	Pulp and Paper Workers' Federation (CNTU)	222	1,110	1,110	Aug. 10 Aug. 18	Hours, seniority—Wage increases, other improvements.
MINES						
Metal						
Various mining companies, Chibougamau and area, Que.	Steelworkers various locals (AFL-CIO/CLC)	1,125	1,130	1,130	Aug. 3 Aug. 3	Working conditions—Return of workers.
MANUFACTURING						
Food and Beverages						
Seven Up Montreal Ltd., Montreal, Que.	Brewery Workers Loc. 239 (AFL-CIO/CLC)	137	3,010	8,390	June 15 —	Wages—
Leather						
Several glove manufacturing firms, various locations, Quebec	Clothing Workers' Federation (CNTU)	676	8,730	8,730	Aug. 15 —	Wages, home work—
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,480	32,420	Nov. 21 —	Wages, union security, bonding of employees—
Glendale Spinning Mills Ltd., Hamilton, Ont.	Textile Workers' Union Loc. 1070 (AFL-CIO/CLC)	340	7,480	42,390	Mar. 6 —	Signing a new agreement—
Canso of Canada Ltd., Montreal, Que.	Textile Workers' Union Loc. 1699 (AFL-CIO/CLC)	100	1,000	1,200	July 28 Aug. 16	Wages in first agreement—33¢ an hr. increase over a 3-yr. contract.
Wood						
Fortin Lumber Inc., Launay, Desboues, ch. Matagami, Amos, Que.	Building and Woodworkers' Federation (CNTU)	122	1,300	6,480	May 31 Aug. 7	Wages, hours, vacations—Wage increases.
Saskatchewan Timber Board, Various locations, Saskatchewan	Woodworkers Loc. 1-184 (AFL-CIO/CLC)	235	5,170	5,170	Aug. 1 —	Wages—
Canada Veneer Ltd., Pembroke, Ont.	Carpenters Loc. 2754 (AFL-CIO/CLC)	247	3,710	3,710	Aug. 3 Aug. 25	Wages, fringe benefits—30¢ an hr. increase over a 17 mos. period; other improved benefits.
Paper						
Barber Ellis of Canada Ltd., Brantford, Ont.	Auto Workers Loc. 397 (AFL-CIO/CLC)	181	3,980	6,810	July 10 —	Wages—
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	336,060	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
Primary Metals						
Reynolds Aluminum Co. of Canada Ltd., Cap de la Madeleine, Que.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	630	13,860	26,460	July 3 —	Wages, hours, fringe benefits—
Grinnell Co. of Canada, Toronto, Ont.	Steelworkers Loc. 2835 (AFL-CIO/CLC)	172	3,760	5,650	July 17 —	Wages, hours, fringe benefits—
Holmes Foundry, Point Edward, Ont.	Auto Workers Loc. 456 (AFL-CIO/CLC)	725	1,210	1,210	Aug. 28 Aug. 30	Protesting working conditions— Return of workers, referral to arbitration.
Metal Fabricating						
Emco Ltd., London, Ont.	Steelworkers Loc. 2699 (AFL-CIO/CLC)	350	7,700	25,290	May 18 —	Delay in signing contract—
Eaton Yale & Towne Inc., St. Catharines, Ont.	U.E. Loc. 535 (Ind.)	123	1,600	6,890	May 31 Aug. 21	Wages, fringe benefits, seniority— 30¢ an hr. increase over 2-yr. contract; other improved benefits.
Westeel Rosco Ltd., Toronto, Ont.	Steelworkers Loc. 6448 (AFL-CIO/CLC)	216	4,750	6,760	July 18 —	Wages, hours—
Steel Co. of Canada Ltd., Gananoque, Ont.	Steelworkers Loc. 3208 (AFL-CIO/CLC)	175	580	580	Aug. 9 Aug. 12	Dismissal of one worker—Return of workers.
Machinery						
Canadian Timken Co. Ltd., St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	10,300	23,400	June 21 —	Wages in a new agreement—
Transportation Equipment						
Fruehauf Trailer Co., Cooksville, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	323	4,200	13,730	June 19 Aug. 21	Wages—21¢ an hr. increase retroactive to May 1, 1967, 19¢ an hr. May 1, 1968, 18¢ May 1, 1969, 10¢ an hr. extra for skilled trades, 17¢ an hr. for certified welders, 25¢ for pressure welders. Increase in shift bonus from 10¢ to 12¢ an hour.
Heatex Ltd., LaSalle, Que.	Metal Trades' Federation (CNTU)	148	150	3,550	June 28 Aug. 2	Wages—45¢ an hr. increase over a 2-yr. contract.
Fairey Canada Ltd., Dartmouth and Halifax, N.S.	Machinists Locs. 935 & 991 (AFL-CIO/CLC	475	6,650	6,650	Aug. 7 Aug. 28	Wages—10% wage increase first year, 9% second year.
United Aircraft of Canada Ltd., Ville Jacques-Cartier, Longueuil & St. Hubert Que.	Auto Workers, Loc. 510 (AFL-CIO/CLC)	3,100	55,800	55,800	Aug. 8 —	Wages—
Blackstone Industrial Products Ltd., Stratford, Ont.	Auto Workers Loc. 1132 (AFL-CIO/CLC)	207	970	970	Aug. 25 —	Wages, fringe benefits—
Petroleum and Coal Products						
Various oil distributors, Various locations, Ont.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	231	3,100	5,870	July 14 Aug. 17	Wages—Return of workers pending further negotiations.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1967 (Preliminary) (continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
Chemical Products						
Les Industries Valcartier Inc., Valcartier, Que.	Steelworkers Loc. 7114 (AFL-CIO/CLC)	470	2,040	7,520	July 15 Aug. 7	Job evaluation, seniority, grievances, management rights, statutory holidays, vacations, wages, hours, working conditions—41¢ an hr. increase spread over a 3-yr. period; other improvements.
Cominco Ltd., Calgary, Alta.	Chemical Workers Loc. 465 I.B.E.W. Loc. 254 (AFL-CIO/CLC)	183	3,290	3,410	July 31 Aug. 27	Wages—Wage increases, 3 weeks vacations after 5 years, 4 weeks after 20 years, 5 weeks after 30 years, other improved benefits.
Canadian Industries Ltd., Various locations, Que.	District 50 (U.M.W.A.) various locals (Ind.)	1,369	13,550	13,550	Aug. 18 —	Wages, fringe benefits—
Canadian Industries Ltd., Various locations, Ont.	District 50 (U.M.W.A.) various locals (Ind.)	1,300	1,300	1,300	Aug. 31 —	Wages, welfare plan—
Miscellaneous Manufacturing						
The Arborite Co., LaSalle, Que.	Pulp and Paper Mill Workers Loc. 658 (AFL-CIO/CLC)	306	2,750	20,190	May 10 Aug. 14	Wages—63¢ an hr. increase over a 3-yr. contract; 3 weeks vacation after 8 years, 4 weeks after 18 years, other improved benefits.
CONSTRUCTION						
Centrale Nucléaire de Gentilly, Gentilly, Que.	Labourers Loc. 617 (AFL-CIO/CLC)	271	5,960	23,710	Apr. 27 —	Wages, fringe benefits—
Various structural steel contractors, Various locations, Ont.	Structural Iron Workers, various locals (AFL-CIO/CLC)	3,453	76,070	166,030	May 10 —	Wages, hours, fringe benefits—
Eight ready-mix concrete firms, Metro Toronto, Ont.	Teamsters Loc. 230 (Ind.)	900	13,500	50,400	June 2 Aug. 23	Wages—90¢ an hr. increase over a 2-yr. agreement; other improved benefits.
Various construction contractors, Various locations, Ont.	Bricklayers various locals (AFL-CIO/CLC)	655	14,410	35,600	June 19 —	Wages, other benefits—
Halifax — Dartmouth Construction Association, Various locations Halifax — Dartmouth area, N.S.	Bricklayers Loc. 1 (AFL-CIO/CLC)	200	800	3,600	July 12 Aug. 7	Wages—43¢ an hr. increase immediately, 25¢ an hr. Oct. 1, 1967, 25¢ May 1, 1968, 25¢ Oct. 1, 1968, 20¢ May 1, 1969.
Hydro Electric Power Commission, Lambton Generating Station, Courtright, Ont.	Carpenters Loc. 1592 (AFL-CIO/CLC)	880	19,360	29,040	July 17 —	Disagreement over a clause in new contract—
Fraser — Brace Engineering, Frood-Stobie Mine, Sudbury, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	242	670	670	Aug. 4 Aug. 10	Jurisdictional dispute between unions—Return of workers.
Rust Associates, Grand Falls, Nfld.	Plumbers Loc. 144 (AFL-CIO/CLC)	400	2,400	2,400	Aug. 15 Aug. 23	Hours—Return of some workers, replacement of others.
Brown & Root Ltd., Donkin Highway, Glace Bay, N.S.	Boilermakers Loc. 271 (AFL-CIO/CLC)	297	3,860	3,860	Aug. 15 —	Lay-off of three workers—
Two construction contractors, Long Harbour, Nfld.	Structural Iron Workers Loc. 764 (AFL-CIO/CLC)	110	260	260	Aug. 23 Aug. 28	Hiring workers from out of the province—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			August	*Accumulated*		
TRANSPORTATION AND UTILITIES						
Transportation						
Canadian Lake Carriers' Association (representing various shipping companies),* Great Lakes, St. Lawrence and East Coast.	Seafarers (AFL-CIO)	5,400	55,930	55,930	Aug. 17 —	Hours of work, manning, wages—
TRADE						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,450	11,650	May 29 —	Union recognition—
SERVICE						
Education						
Calgary School Dist. #19, Calgary, Alta.	Public Employees Loc. 40 (CLC)	520	1,560	1,560	Aug. 29 —	Wages—
Health and Welfare						
Government of Quebec, Province-wide, Que.	Quebec Federation of Medical Specialists	180	2,700	2,700	Aug. 11 —	Fees and control over private practice—
Services to Business						
Dominion Electric Protection Co., Toronto and Hamilton, Ont.	I.B.E.W. Loc. 636 (AFL-CIO/CLC)	114	690	4,020	June 21 Aug. 9	Delay in signing contract—Wage increases, other improved benefits.
PUBLIC ADMINISTRATION						
Local Administration						
City of Brantford, Brantford, Ont.	Public Employees Loc. 181 (CLC)	101	1,700	1,700	Aug. 9 —	Wages—

*Federal Jurisdiction.

H—Employment Fatalities

TABLE H—Employment Fatalities in Canada During Second Quarter of 1967

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	—	1	—	1	2	—	1	—	—	—	2	7	3.4
20–24	—	1	—	1	2	2	4	3	—	—	1	14	6.9
25–44	—	7	1	20	16	20	21	4	—	2	2	93	45.6
45–64	2	6	1	12	12	6	16	8	—	7	1	71	34.8
65 and over	3	—	—	8	4	—	3	—	—	1	—	19	9.3
TOTAL	5	15	2	42	36	28	45	15	—	10	6	204**	100.0
By Industry and Occupation†													
Farmers (a)	5	—	—	—	—	—	—	—	—	1	—	6	2.9
Loggers (b)	—	14	—	—	—	—	—	—	—	—	—	14	6.9
Fishermen (c)	—	—	2	—	—	—	—	—	—	—	—	2	0.9
Miners (d)	—	—	—	30	2	—	—	—	—	—	—	32	15.7
Craftsmen (e)	—	—	—	10	19	6	11	10	—	2	1	59	28.9
Labourers (f)	—	—	—	—	5	16	4	1	—	—	—	26	12.7
Transport (g)	—	—	—	—	7	6	27	3	—	—	—	43	21.1
Managerial	—	1	—	—	—	—	1	—	—	1	—	3	1.5
Professional (h)	—	—	—	2	1	—	1	—	—	1	—	5	2.5
Clerical	—	—	—	—	—	—	1	—	—	—	—	1	0.5
Sales	—	—	—	—	2	—	—	1	—	—	—	3	1.5
Service (i)	—	—	—	—	—	—	—	—	—	5	5	10	4.9
TOTAL	5	15	2	42	36	28	45	15	—	10	6	204**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	—	9	1	9	4	7	6	2	—	1	—	39	19.1
Falls and slips (k)	—	3	1	6	4	7	4	3	—	—	2	30	14.7
Collisions, derailments(l)	—	2	—	1	7	6	26	3	—	3	2	50	24.5
Caught in, on, between(m)	5	1	—	1	7	2	—	4	—	—	2	22	10.8
Inhalations (n)	—	—	—	10	3	—	—	—	—	—	—	13	6.4
Conflagrations (o)	—	—	—	15	7	—	2	—	—	—	—	24	11.8
Electric current (p)	—	—	—	—	1	1	2	—	—	—	—	4	1.9
Over-exertion (q)	—	—	—	—	2	3	5	3	—	3	—	16	7.8
Striking against (r)	—	—	—	—	—	—	—	—	—	1	—	1	0.5
Miscellaneous (s)	—	—	—	—	1	2	—	—	—	2	—	5	2.5
TOTAL	5	15	2	42	36	28	45	15	—	10	6	204**	100.0
PER CENT OF TOTAL	2.5	7.4	1.0	20.6	17.6	13.7	22.0	7.4	—	4.9	2.9	100.0	

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 158 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 46 were obtained from other sources.

Government
Publications

labour gazette

Canada Department of Labour/December 1967



Canada Department of Labour Publications

Annual Report of the Department of Labour (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1966.

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Supplements to Labour Gazette

Collective Bargaining Review. Prepared by the Collective Bargaining Section, Economics and Research Branch, Canada Department of Labour. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Reports of Boards of Conciliation established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Free to LABOUR GAZETTE subscribers but must be requested from Publications Division, Canada Department of Labour.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1966.

Industrial and Geographical Distribution of Union Membership in Canada, 1966. (English or French). Price 15 cents, Cat. No. L31-766.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

Wage Rates, Salaries and Hours of Labour, 1965. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First year service including attractive binder with index tabs and paper-bound volume, $9.50; service without indexed binder, $7.00; individual tables, 15 cents. Paper-bound volume, $2.50. (Bilingual). Cat. No. L2-548.

Working Conditions in Canadian Industry, 1966. (Bilingual). Price $1.00, Cat. No. L2-15/1966.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

Labour-Management Research Series

Shiftwork and Shift Differentials in Canadian Manufacturing Industries. Price 35 cents, Cat. No. L2-22/2.

Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries. (English or French). Price 35 cents, Cat. No. L2-22/4.

Collective Agreement Provisions in Major Manufacturing Establishments, 1964. Price 35 cents, Cat. No. L2-22/5.

(Continued on inside back cover)

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Cover Photograph

This is just an excuse by the staff of the LABOUR GAZETTE to wish their readers A Merry Christmas and A Happy New Year.

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50 Years Ago

From the Labour Gazette, December 1917

Great activity in Canadian shipbuilding and repairing yards. Measures taken in three countries to control prices and supply of food. First Industrial Safety Congress of New York State held in Syracuse.

"Shipbuilding and repairing was active at all points where the work is carried on," the LABOUR GAZETTE for December 1917 reported in reviewing the conditions of industries and trades during the previous month.

"Halifax reported much overtime in boat- and shipbuilding plants, and Saint John reported shipbuilding yards active. At Quebec, shipbuilding yards and repairing trades were very busy. At Three Rivers, shipyards were in need of carpenters, and the Canadian Steamship Company was erecting two large shops. Sorel reported shipyards very busy during the first three weeks of the month, but the transfer of two large companies to Three Rivers left a number of men out of work, and some men also were laid off in Government yards.

"At Toronto, shipbuilding yards were employing an increased number of men. Kingston reported shipbuilding yards active on repairs, and plants at Port Arthur were working overtime. Vancouver reported steel and wooden shipbuilding very active. Shipyards at New Westminster were very busy, and one company absorbed 150 men during the month; most of the smaller yards were engaged on repairs. Victoria also reported work at the iron and wooden shipbuilding yards brisk.

"Victoria reported the lumbering industry stimulated by the demand from wooden shipbuilding yards."

In September and October, food controllers in the United Kingdom and in Canada began the publication of fortnightly bulletins giving information about the measures taken by their administrations, conditions of supply, and other matters connected with their work. In the United States, similar information was supplied in a daily official bulletin.

"In the United Kingdom, the food controller stated it was his policy to set prices for those articles of prime necessity over which effective control could be obtained at all stages from producer to the retail dealer, determining profits, for each middleman and for the producer on the basis of reasonable pre-war profits, prices being changed from time to time according to cost of production, except in the case of bread and flour, which were set below cost, the Government bearing the loss.

"As a large part of the food in the British Isles is imported, and the Government controls the shipping, the commodities now sold only under control and at fixed prices include the most important foods as well as many of secondary importance . . . ."

"In the United States, the food administrator announced his policy to be the elimination of waste in the trade in food and the stabilizing of prices, to save food by every possible means so that the Allies might be supplied, especially with the concentrated foods: wheat, grain, beef, pork, dairy products and sugar; while other foods were used as much as possible at home, and to see that the surplus of foods should be exported to the Allies without inflation of prices. The control of fuel was placed under the food administration by Congress, and a fuel administrator was appointed. Prices were set for coal and coke, and distribution in the United States and export to Canada and other countries have been regulated . . . .

"The distillation of foodstuffs into spirits was prohibited after September 8, and regulations were adopted which, through a system of license, aim to prevent dealers from speculating in foods or asking excessive prices.

"In Canada, the food controller secured the enactment of regulations restricting the use of beef and bacon, including all cured pork, prohibiting the sales of cereals in small packages except under license, and permitting the manufacture, importation and sale of oleomargarine. Arrangements were made, in co-operation with the Board of Grain Supervisors and the millers, setting the price of flour at 20 cents per bbl. above the cost of the wheat required in milling it, the price of wheat having been fixed by the Board at $2.21 for No. 1 Manitoba Northern at Winnipeg, and $2.22 for No. 2 Ontario Winter at Toronto.

"Various committees were appointed to increase the supply and facilitate the transportation of fish, to supervise the trade in vegetables and fruit, to investigate the supply and prices of milk and its products, and to develop the food resources. Arrangements have been made to control packinghouses and cold storage plants in Canada . . . ."

This journal gave a brief report of the proceedings of the first Industrial Safety Congress of New York State, held in Syracuse December 11 to 14, 1916. At the first session, the president of the National Association of Manufacturers "read a paper on the duty of employers in the matter of the prevention of accidents and the conservation of health of employees. He held that the duty of employers to exercise supreme care to prevent occupational diseases was no longer a debatable question. The employer was responsible for his own particular plant, and it was also his duty to co-operate with local, state and national organizations interested in the safety movement."

The president of the Associated Manufacturers and Merchants of New York State "spoke on the attitude of New York organized industry toward the safety movement. He said that nearly all present-day managers had 'done their bit' in the works, and had not left behind all feeling for their fellows. Employers recognized that a feeling of safety and security on the part of employees brought economic returns which amply repaid them for expenditure on improvement of working conditions."

The president of the New York State Federation of Labor "discussed the attitude of New York organized labour toward the safety movement. He said that the interest of organized labour in employers' liability for negligence and in workmen's compensation legislation was rooted, not in the benefits they provided for the injured, but in the conviction that they would impel effort to prevent industrial accidents. He urged that employees should be consulted in the preparation of shop rules to prevent hazards, and that these rules should be vigorously enforced."

At one of the sessions, a talk on the subject of women in industry was given by a female official of the Westinghouse Lamp Company, who emphasized the importance of instructing and developing new untrained women workers. She also said that "women should receive equal pay for the same work as that done by men."

Canada's war on poverty is subject of report

"Fighting Poverty in 1966" is the subject of the first annual report compiled by the Special Planning Secretariat, a committee that began its operations in late April 1965 (L. G. 1965, p. 794; 1965, p. 897), shortly after it was announced in the Speech from the Throne.

The Secretariat's initial efforts were concentrated on working with Government departments to plan new programs for area development, labour mobility and manpower training. It brought together those federal agencies that are interested in community development, the objective being to meet more effectively the growing needs and demands for this type of service.

The report states that Canada's war on poverty does not follow the American pattern, and cites three main differences:

- a large proportion of anti-poverty programs in Canada is not administered by the federal Government;
- the Canadian "war" does not have a central organization, but works through various organizations and individuals across the country;
- as part of the public administration, it does not operate at the political level, but works with existing structures, government or private.

The report outlines the work of the Secretariat and gives an abbreviated account of anti-poverty programs being administered by other agencies such as the Department of Agriculture, ARDA, Atlantic Development Board, Area Development Agency, Central Mortgage and Housing Corporation, Company of Young Canadians, Department of Finance, Department of Fisheries, Department of Indian Affairs and Northern Development, Department of Manpower and Immigration, and the Department of National Health and Welfare.

The report cites that, under the Manpower Mobility program, nearly 2,000 people were given financial assistance to move to new jobs. "A wide variety of vocational training programs was offered to train the disabled and unemployed, to upgrade skills, to provide vocational teachers, and to train secondary school and post-secondary school students. Three of these programs alone provided training or retraining for nearly 110,000 Canadians at a cost of nearly $40,000,000."

It stated also that new and substantially higher training allowances were introduced, permitting payment of up to $90 a week. And vocational rehabilitation programs provided new opportunities for 2,451 physically and mentally handicapped. "At a cost to the public of $1.6 million for training and support, these people now have earnings of $5.6 million."

Summing up the Secretariat's philosophy and strategy, the report states: "The role of the Special Planning Secretariat is constantly to help the improvement and extension of programs by existing agencies, rather than to fight any of its own wars. Its success is measured not in its own programs, for in the administrative sense it has none, but in the increasing effectiveness of anti-poverty programs in every part of the country."

New industrial relations approach announced

A new program of "positive industrial relations," is being initiated by the Canada Department of Labour. Hon. John R. Nicholson, Minister of Labour, announced on September 26 plans for a series of meetings with leaders of management and unions in the industries under federal jurisdiction, to discuss "informally and in confidence those particularly difficult aspects of their industrial relations, and matters of mutual interest."

Mr. Nicholson said that the traditional "referee's" role of the Department was no longer adequate to deal responsibly with the new industrial relations complexities of today. The meetings would be held "not in times of crisis, but in periods of calm," the Minister said.

"Simply stated, the Department . . . is today setting in motion what is needed—a program of positive industrial relations. In this rapidly changing industrial world, we can no longer afford simply to respond after the fact."

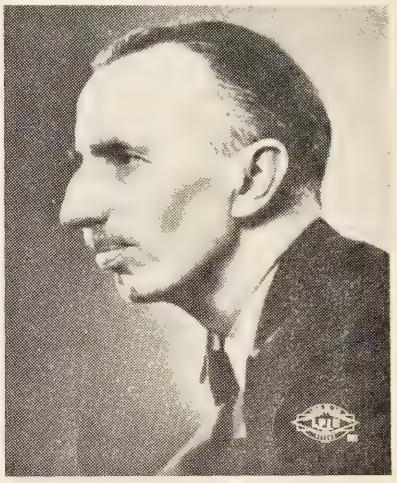
Name omitted

An article on page 483 of this journal's August issue, dealing with the Canadian Industrial Relations and Research Institute's annual meeting, failed to list the name of John L. Fryer as being elected to the executive committee of CIRRI for the coming year. Mr. Fryer is Director of Research for the Canadian Labour Congress.

Former director-general of the ILO dies

Edward J. Phelan, a former director-general of the International Labour Office, died in Switzerland on September 15. Mr. Phelan was one of the original senior officers of the ILO.

From the time the United Nations was established in 1946, Mr. Phelan worked to ensure that the ILO would find a place within its framework. He obtained the consent of the Governing Body and



ILO Photo

Edward J. Phelan

member States for changes in the Constitution necessitated by the creation of the United Nations and the demise of the League of Nations, thus predetermining the continued independence of the ILO. He negotiated with the UN a basic agreement that ensured the organization its place in the postwar world.

As a tribute to his outstanding work, the 99th Session of the Governing Body, which met in Montreal in 1946, conferred on Mr. Phelan the title, Director-General of the ILO, retroactive to February 15, 1941. He retired in 1948.

One of his books, "Yes and Albert Thomas," an account of the origins of the ILO and the League of Nations in Geneva, was published in 1936 and has since become a classic work on international organizations.

George V. Haythorne, Deputy Minister of Labour, called Mr. Phelan an "inspiring and far-seeing planner." His contribution toward strengthening the movement for world co-operation, Mr. Haythorne said, was immeasurable.

Law professor appointed to adjudicate labour disputes

A professor of law at Laval University, Fernand Morin, has been appointed by the federal Cabinet to adjudicate labour disputes in the government service.

Prof. Morin has written articles on labour relations and acted as a legal adviser in the labour field. As adjudicator, he will hear grievances arising from the grievance procedure set up under the Public Service Staff Relations Act, the legislation that provides public servants with collective bargaining rights. His appointment, on a part-time basis, is for two years.

Book deals with liability of strikers

The Canadian tort law of strikes and picketing should be codified, suggests Prof. I. M. Christie in his recent book, *The Liability of Strikers in the Law of Tort.*

The author deals with various aspects of illegal actions of trade unionists in Britain and in Canada during industrial conflicts, and examines the grounds upon which trade unionists in the two countries may be sued in connection with such illegal actions.

In this book, the author explores the statutory restrictions on picketing, the development of the law of "watching and besetting," civil liability for conspiracy, and breach of contract in trade disputes.

The author observes that the Canadian law of industrial relations, in contrast to that of Britain, is committed to a policy of regulatory control and intervention. The grounds upon which strikers are held liable in the law of tort, however, are not in harmony with the statutory framework of industrial relations in Canada. The author doubts whether this imbalance could be remedied by judicial creativity.

In his conclusion, the author suggests that the codification of tort law for regulatory control and intervention should not be administered in the ordinary courts. Picketing should be made unlawful only when it is in support of an unlawful strike. All picketing or other economic pressure in support of lawful strikes should be allowed by the law, except where it is contrary to the general criminal law, constitutes a trespass, involves assault or battery, or, in some cases, where it is secondary in its incidence. Activity, such as massed pickets, which interferes with an employer's property rights should be enjoined when it exceeds limits set by legislation. The jurisdiction to determine when these limits have been exceeded should be taken from the courts and given to the provincial and federal labour relations boards.

The author is a graduate of the University of Alberta and did his postgraduate work at Oxford University. He is now a member of the Faculty of Law at Queen's University where he specializes in labour law.

The book is published by the Industrial Relations Centre, Queen's University, Kingston. The price is $8.00 for hard-cover editions and $6.00 for soft-cover editions.

McGill conference now in book form

The problem of the aged and disadvantaged, and how government subsidies could organize the labour market to give these people meaningful work, was one of the important items discussed at the 17th Annual Conference of the Industrial Relations Centre at McGill University, in Montreal last May (L.G., Aug., p. 479).

The speakers brought out the fact that there is an untapped pool of youthful idealism and good will that could be used for public benefit. They urged that programs be created and missions adopted, not only for the young, but for the aged and for women seeking meaningful work.

Lectures, discussions and symposiums of the McGill meetings have now been compiled in a book, *Human Values and Technological Change*, published by Eagle Publishing Co., Montreal. Copies of the book may be obtained by writing to the Industrial Relations Centre, McGill University. The price is $3.00.

PARLIAMENT

A motion to introduce a measure to provide for the establishment of a Canada Manpower and Immigration Council, advisory boards, and regional and local manpower committees was proposed by the Minister of Manpower and Immigration on September 25 (*Hansard* p. 2458). The measure, known as Bill C-150, which was given first reading on the same day, provided for the appointment of members of these bodies, their remuneration, allowances and other expenses. The bill passed second reading on September 26 (p. 2507).

The introduction of a measure to establish a department of corporate and consumer affairs was moved by the Registrar General on October 13 (p. 3108) and the bill, No. C-161, was given first reading. It provided for the appointment of a minister and a deputy minister and defined their duties and powers. It also provided for the establishment of a consumer advisory council and other bodies to assist the minister.

Establishment of a maximum rate of interest of 8¼ per cent on home-ownership and rental loans under the National Housing Act, with effect October 1, was announced by the Minister of Labour on September 27 (p. 2577). The Minister explained that the adjustment was made in accordance with the formula introduced in November 1966 (L.G., Jan., p. 6).

The *Fourth Annual Review* of the Economic Council of Canada was tabled by the Minister of National Health and Welfare on September 26 (p. 2507).

First world congress on man and change

The purpose of the first world congress of the International Industrial Relations Association, held in September, in Geneva, was to set in motion an intensified scientific inquiry and sharing of knowledge on the impact of the increasingly rapid technological, economic and social changes as they affect man in his occupational environment. The four main congress themes were: bargaining and conflict, resistance and response to change, incomes policy, and teaching and research.

"It is our function to discover and analyze the facts, to clarify thought and promote theoretical understanding of industrial relations systems and the emergent trends, and create the intellectual climate within which adjustment to change can take place with the minimum of destructive conflict," Prof. B. C. Roberts, of the London School of Economics, and chairman of the British Universities Industrial Relations Association, told the IIRA congress in his presidential address. The congress was attended by 200 scholars and practitioners in the industrial relations field from many countries.

The congress tested the proposition that the problems of individual adjustment to technological and economic change cut across ideological boundaries, or differences between industrialized and developing countries, and that there is emerging a shared interest in evolving a scientific basis for solutions through teaching and research in the industrial relations field.

The International Institute for Labour Studies in Geneva acts as the world secretariat for the IIRA, which was established in 1966. The aims of the IIRA are of a purely scientific character, and its general purpose is to promote the study of industrial relations throughout the world.

ILO discusses change in maritime industry

The 20th session of the Joint Maritime Commission, International Labour Organization, discussed the substantial changes that have taken place in recent years in maritime transport. The commission met in September for two weeks in Geneva.

On the basis of a detailed study by the ILO, the commission considered the social implications of this transformation, with special reference to the effects of technological development on job opportunity and upon working and living conditions on board ship. The discussion showed that these developments could improve the efficiency and safety of the shipping industry, and benefit all interests associated with it.

The Commission also adopted resolutions on several subjects:

- a preparatory technical maritime conference to be followed by a maritime session of the International Labour Conference to discuss crew accommodation, wages, hours of work on board ship, manning, problems arising from technical developments, modernization on board ship, accident prevention, vocational training of seafarers, and seafarers welfare;
- vocational training for seafarers in the use of the prescribed equipment designed to ensure the safety of ships and life at sea;
- seafarers welfare and noise aboard ship;
- responsibility of the ILO in the maritime field for dealing with social and industrial problems arising directly or indirectly from employment;
- refugee seafarers; and
- co-operation of the shipping industry in the celebration of the 50th anniversary of the ILO.

The Joint Maritime Commission was meeting for the first time since 1961, and was composed of 15 representatives of shipowners and 15 seafarers. *Ex officio* chairman of the Commission was Prof. Roberto Ago, chairman of the Governing Body of the ILO. He was assisted by two vice-chairmen: Sir Richard Snedden, shipowners member, Britain and D. S. Tennant, seafarers member, Britain.

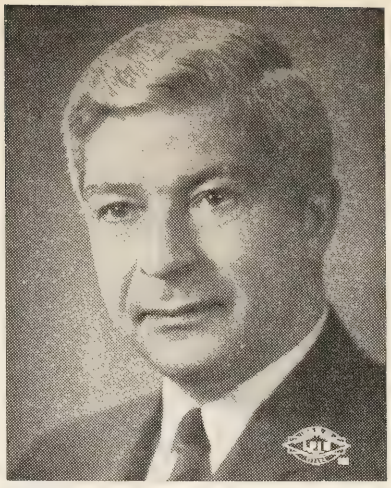


Photo by Thomas Studio (Ottawa) Ltd.

Kalmen Kaplansky

Kaplansky to co-ordinate ILO 50th anniversary

Kalmen Kaplansky, Director of the International Labour Organization (Canada Branch) and Special Adviser to the Director-General, has been appointed co-ordinator for the celebration of the 50th anniversary of the ILO (L.G., Sept., p. 562). The announcement was made by the ILO Director-General, David A. Morse.

Mr. Kaplansky will co-ordinate the various international and national activities that will mark the half century of the ILO's existence. The appointment will continue until the conclusion of the 50th anniversary year in 1969.

Seminar deals with trade union documentation

An international seminar on trade union documentation and research services met in October in Geneva. Organized by the International Labour Office, it brought together 24 officials who are in charge of the research services of trade union organizations around the world.

The seminar sought to establish and expand research services for trade union organizations in both developing and industrialized countries. The absence or inadequacy of such services has made it difficult for these organizations either to fulfil their roles in the defense of workers or to participate fully in the economic and social development of their respective countries.

The purpose of the seminar was to enable full analysis to be made of the role assigned to the trade union research bureau, the nature of its work and methods, its organization, the patterns of collaboration it has to develop, and educational requirements for the trade union organization.

Academic switch

The academic locations of two university professors were inadvertently reversed in our October issue. The italicized preface appearing on page 626 should have read as follows:

The two following articles are summaries of papers presented at a symposium in Ottawa earlier this year by Prof. W. B. Cunningham, Head of the Department of Economics and Political Science, Mount Allison University, New Brunswick, and Prof. Stuart Jamieson, Department of Economics, University of British Columbia. The symposium was sponsored jointly by the Canada Department of Labour and the Ottawa Branch of the Canadian Political Science Association. Both papers were based on research carried out by the two senior scholars during their stay at the International Institute for Labour Studies, Geneva, in 1965-66. The research was financed by the Canada International Labour Fellowship Program.

Dock workers in Britain no longer casual labour

Britain no longer has casual dock labour. Britain's 60,000 dockers (in Canadian parlance, "stevedores"), who had to assemble at dawn each morning to be allocated work or be left jobless, have now achieved the dignity of full-time employment.

Today the docker has a permanent job, a regular employer, and a guaranteed wage of £15 a week ($42). Most of the dockers are expected to earn at least £25 a week. In addition, each one will be paid £2 extra a week for giving up restrictive practices — a long-time stumbling block to the efficiency of the ports.

The "decasualization" has brought dissenting voices from the militant elements in the London and Liverpool docks who are out to get more money. They want a minimum wage of £17 a week.

Under the new plan, which took two years to devise, some of the higher-paid dockers could receive less pay. Not a few of the men may have to travel greater distances to their new permanent jobs and regular employers, and despite assurance from the Minister of Labour, Ray Gunter, many fear loss of jobs.

After the decasualization plan was announced in mid-September, half of London's 23,000 dock force and most of Liverpool's 12,000 went on a wildcat strike. The unions, who fully support the plan, are urging the dockers to give decasualization a fair trial.

The Canadian Economy

From the 1960s to the 1970s

In its Fourth Annual Review, the Economic Council of Canada recommends that policies be formulated and implemented with careful regard to longer-term possibilities, problems, and objectives, rather than predominantly in relation to current and short-term considerations.

THE growth potential of the Canadian economy in the next few years will depend almost entirely upon the future growth in the supplies of productive resources and on productivity growth, the Economic Council of Canada says in its *Fourth Annual Review: The Canadian Economy from the 1960's to the 1970's*, which was released in September.

There is no longer a substantial backlog of idle resources, the report states. The closing of the gap between actual output and potential output has removed one of the significant elements that could be drawn into use to boost total production. A very high rate of growth in total output, however, will be necessary to maintain an adequate rate of expansion of the labour force toward potential output in 1970.

The Canadian economy in 1963 was operating well below its existing potential, with excessive unemployment and underutilized productive capacity. At that time, the Council, in its *First Annual Review* (L.G. 1965, p. 217), estimated that the economy would have a potential annual rate of growth in the volume of output of some 5½ per cent to 1970. This estimate for an exceptionally high growth potential was based upon the unprecedented rate of prospective expansion in the labour force contributing to increased employment, and the temporary and unsustainable boost to growth arising from the closing of the gap between actual output and potential output.

The dominating factors for increasing the potential output for 1965-70 and 1970-75 are the nation's productive resources, improvements in the quality of these resources, and advances in the efficiency with which they are combined in production processes, the Review says.

These productive resource factors include the "factor productivity" of the potential output in terms of labour and capital inputs. Compared with previous reports (L.G. 1965, p. 217; March 1966, p. 84; Feb., p. 90), the Council makes a more detailed study in this analysis of some of the factors influencing growth, and of the role of improved manpower education and skills.

Manpower, the nation's main resource, will increase rapidly until the mid-1970s, the Council predicts. But the slower growth of the labour force in the late 1970s, increasing international competition, and the general world scarcity of capital, all emphasize the immediate importance of efforts to improve productivity.

Actual physical output of the Canadian economy should grow by an average annual rate of 5 per cent a year during 1965-70. For 1970-75, the target growth rate is an average of

4¾ per cent a year. These targets are above those of most other industrial countries. The potential output target to 1970 implies an average rate of growth in real GNP per capita of 3.2 per cent a year between 1966 and 1970. On the basis of reasonable price stability, total GNP could be expected to rise by an average of $4.5 billion a year to 1970.

The 5-per-cent target for 1965-70 is not a downward revision of the original 5½ per cent goal for 1963-70, the report explains. There has been a 6½-per-cent average rate of growth in 1963-65 through the reduction of the gap between actual and potential output levels. Any measurement of the potential growth rate for the balance of the period would, therefore, be less than 5½ per cent.

The growth targets may be viewed as being composed of both growth of employment and growth of productivity. For 1965-70, the 5-per-cent growth target comprises an average annual rate of growth of over 3¼ per cent in total employment and 1¾ per cent for productivity. Similarly, the 1970-75 target comprises employment growth averaging 2¾ per cent annually, and productivity growth averaging about 2 per cent a year, according to the Council's projected statistics.

Another newer way of examining potential growth is to consider the growth in labour inputs, capital inputs, and a "residual," which includes a host of other factors.

In this analysis, both the quantity and quality of labour is considered. Growth in total employment, the quantity of labour, is estimated to account for half the growth in potential output in both 1965-70 and 1970-75. Rising average educational attainments in the labour force are expected to account for about one tenth of the increase in potential output in the early 1970s. But two other factors will have a mild restraining effect on potential growth: changes in the age and sex composition of the labour force, and an anticipated reduction of average hours of work.

Business capital stock, such as business structures, equipment and inventories, is assumed to roughly parallel total output, but the volume of such capital stock for each worker is not expected to rise as fast in the medium-term future as in the past.

The "residual" covers advancing technology, increased scale and specialization in production, attitudes and enterprise of both management and labour, and environmental and institutional situations. The contribution of this residual to growth in Canada in the postwar years has averaged around 1 per cent a year, and there is no firm basis for estimating an increase. Further research is under way in this field, but it is unlikely that any very rapid growth in the residual factor is feasible without major changes in economic policies, conditions and attitudes.

The fact that there is little unused capacity in the economy relative to that of the period of expansion during 1961-67 will make the task of economic policy-making difficult, the Review says. The Council emphasizes the need to steer the economy along on the basis of medium-term policies. The demands on Canadian resources for meeting the basic economic and social goals leave very little margin for waste and inefficiency. The basic strategy of demand policies should be designed to maintain smooth and sustained growth of final demand over the medium-term future in line with rising output, rather than to react to short-term developments.

There should be strong and continuing concern with measures for strengthening the supply and production capabilities of the economy. This involves measures for promoting greater efficiency, competition, manpower mobility, training and education, and more ready adjustments to technological and other change; intensified efforts to develop and apply new technology; and effective means and incentives to stimulate industrial research and development. These measures require a larger place in economic policy than they have yet been given, the Council notes.

The Council calls for:

- improved and expanded adult education and training programs;
- further efforts to deal with large regional disparities in levels of income and unemployment, particularly in eastern Quebec and the Atlantic area, where they are acute;
- better information to help to anticipate and identify bottlenecks and pressure points, which may lead to spreading price and cost instability;
- increased specialization in business firms to adjust to the changes in international trade relations associated with the Kennedy Round of tariff reductions; and
- increased inflow of capital from abroad as the economy moves toward potential output in 1970 in order to maintain adequate supplies of capital.

Purchases of goods and services in 1966 by all levels of government in Canada rose by $1.6 billion or 16 per cent, the largest percentage increase since the Korean defence buildup. Increases in both 1965 and 1966 came atop a strong expansion of demand in other sectors of the economy. This added significantly to excess demand pressures, and contributed to the accentuation of price and cost increases.

The accelerated increase in government spending in 1966 and 1967 is outpacing the growth of government revenues at existing tax levels. This raises the possibility of higher taxes, and of sharper conflicts in competing claims for the use of resources. The Review contains warnings that such conflicts could lead to sharp rises in prices and costs.

The combined position of all three levels of government moved rapidly from a large deficit in 1963 to a moderate surplus in 1965, involving a swing of close to $1 billion on a national accounts basis. But in 1966, this newly emerged surplus showed little change, despite large revenues of $700 million arising from levies imposed to finance the Canada and Quebec Pension Plans. Without this major new source of revenue, the government sector in 1966 would have been in deficit once again.

The average annual increase in GNP as the economy moves to potential output in 1970 could be expected to generate an average rise of about $1.7 billion a year in government revenues. Such an increase would finance substantial increases in government expenditures above 1966 levels, or alternatively leave room for tax cuts, provided that increases in spending were held down. But Council estimates of government expenditure to 1970 hold little prospect that this "fiscal margin" might be used for significant tax reduction. Spending programs appear likely to take up virtually all of the increase in revenues to 1970.

All-government expenditures on goods and services rose at an average rate of 6.4 per cent a year in the 1963-66 period, or at the same rate as real GNP. It is estimated that these expenditures will rise by an average of 6.2 per cent a year to 1970, considerably above the 5-per-cent-growth rate postulated for real GNP. The rise is expected to be faster at the provincial-municipal level than at the federal level.

Despite large increases in U.S. defence expenditures due to increasing involvement in Vietnam, government spending in 1965 and 1966 in Canada rose faster than in the United States. In 1963-66, total government spending at all levels in Canada rose about 35 per cent, compared with 25 per cent in the United States. Total non-defence expenditures in Canada now take up about 30 per cent of GNP, compared with only about 20 per cent in the United States. The difference reflects, among other things, relatively higher spending in Canada for social welfare, transportation, debt charges and subsidies.

The Council recommends a policy designed to achieve a smoother growth path for government expenditures, which

would contribute materially to the promotion of smoother growth in total activity.

The growing uneasiness over government spending increases is too often merely translated into a suspicion of waste, excessive bureaucracy, and lax administration. Constant vigilance is required to eliminate all such waste. Many government treasuries recognize this and are attempting to develop machinery to review and audit more carefully the minutiae of government expenditures.

But these steps have not been matched by comparable advances in efforts to deal with much larger questions: consistent and comprehensive determination of objectives and priorities; continuing evaluation of the impact and effectiveness of programs in relation to their cost; and increased co-ordination between governments in relation to these matters.

The Council recognizes that the overall volume of government spending will and should grow in the future, along with the economy. But it emphasizes that, in future, attention should be focused more intently on such issues as the relationship between the use of resources and the purposes to be achieved, and on possible conflicts with other requirements of the economy. Careful attention should be given also to the possible ways in which rising government spending could impinge on needed growth in housing, exports, and business investment.

The Council emphasizes the need for:

- better and longer-range planning of government expenditures;
- improved planning, programming, and budgeting techniques;
- more cost-benefit analysis of government activities;
- more testing of the possible impact of alternative tax and expenditure patterns on the economic system;
- regular review of existing spending from the standpoint of priorities;
- the abandonment of obsolete programs and activities;
- more effective co-operation and co-ordination among the three levels of government in regard to the pace of overall expansion of government spending;
- the appraisal of purposes, costs versus benefits, and consistency of objectives and results; and
- the setting and reviewing of priorities.

Of all the major sectors of the economy, none will have to grow more rapidly than housing, the Council warns. The volume of new housing in Canada in the 1961-66 period was inadequate for Canada's needs. By 1966, a housing shortage was developing in many parts of the country. This led to low vacancy rates, rising rents, and even faster increases in house prices, with adverse social consequences and inhibiting effects on labour mobility.

A major element in this situation was a shortage of mortgage funds at a time of high and rising family formation. Interest rates for home builders in 1966 reached the highest levels in 40 years.

Monetary policy aimed at moderating the excessive growth of total demand in the economy has weighed heavily on housing, and indirectly has affected the position of income groups whose accommodation costs already are a disproportionate share of their income. The Review advises the Government to discontinue the use of housing as an economic regulator. When severe monetary restraint may be necessary, special measures may be required to shield the housing sector from the full effects of such a policy.

Looking to 1970, the Council expects the availability of financial resources for housing to ease in the light of less rapidly advancing demand for capital from the business sector for plant and equipment outlays. Recent financial and institutional changes may also help to assure the large and sustained growth of new residential mortgage financing that will be needed over the years ahead. But further institutional changes may be required.

The Council estimates that about one million Canadians now live in substandard housing, and that one quarter of these are in the big cities.

Of 200,000 housing starts required annually by 1970, the increase in new households would account for 140,000 units, replacement demand for 50,000, and a stock of vacant dwellings for roughly 10,000.

To meet the housing demand implied by projections of new family and household formation, an average of some 190,000 new housing units a year are required between 1966 and 1970. This will require a four-year total of over 750,000 new units, with a heavy volume of completions concentrated in the latter part of the period.

To achieve this growth, the volume of expenditures on new housing would need to rise by an average of 8.4 per cent a year in the period 1966-70—over twice the 1963-66 average annual increase of 3.2 per cent. The proportion of GNP going into housing would have to rise from 3.8 per cent in 1966 to 4.5 per cent in 1970. The Council therefore questions the appropriateness of maintaining a heavy sales tax on building materials in the circumstances of these rapidly expanding requirements for new housing.

Greatly increased resources will be needed in housing, including a substantially enlarged work force with appropriate skills, considerably enlarged capital and residential construction capacity, and an adequate expansion of serviced land for new housing. Close attention will have to be paid to more productive methods of building new housing, more efficient use of existing housing, and planning the great accompanying expansion in government, community and private services.

Steeply rising land values have been the dominating factor contributing to rising housing costs over the past decade, the Council points out. Various means exist for public authorities to acquire and prepare land for residential use in ways that would reduce upward pressure on land values. It recommends that these means be used more effectively than in the past, and strengthened if necessary.

The Council has laid considerable stress on the problems associated with Canada's predicted population growth. With the total population increasing at a rate of 1¾ per cent a year by 1980, about 81 per cent of the people will be living in cities. Urbanization will continue to increase in Canada at a rate that is greater than that in the other major industrial countries.

Between 1966 and 1980, Canada's urban population is projected to rise by almost 5.8 million people to over 20 million. Some 60 per cent of the population will be concentrated in some 29 large city complexes of 100,000 and over. By 1980, one out of every three Canadians will live in Montreal Toronto, or Vancouver. The estimated approximate regional levels of urbanization by 1980 are: Ontario, 86 per cent; Quebec, 86 per cent; British Columbia, 81 per cent; Prairies, 73 per cent; Atlantic Provinces, 57 per cent.

This increasing urbanization has important implications for housing, social capital, municipal expenditures, fiscal capacity, and the many problems associated with big-city life, including such diverse matters as traffic congestion, air and water pollution, protection from crime, requirements for education and recreational services, health, community welfare and other problems. The challenge calls for new and imaginative policies involving all three levels of government, and new priorities in the allocation of resources.

The investment in urban expressways, arterial thoroughfares, collectors, and rapid transit between now and 1980 could well exceed $4 billion for centres of 100,000 and over. The Council

Continued on page 769

Labour Relations Legislation in 1967

Parliament extended collective bargaining rights to 200,000 public service employees, and Nova Scotia established a civil service joint council. Legislation ended strikes of Quebec teachers and transport workers, and Newfoundland outlawed strikes by hospital employees.

Part I - Labour Relations

This is the first of a three-part article on labour legislation in 1967. Part II, dealing with labour standards, human rights and anti-discrimination legislation, will be published in the January 1968 issue. Part III deals with legislation on industrial safety and workmen's compensation, and industrial training, and will be published in the February issue.

THE main enactments in the labour relations field during 1967 were concerned with various classes of public service employees—civil servants, teachers, hospital workers, policemen and firemen.

Parliament passed the Public Service Staff Relations Act, which extended collective bargaining rights to about 200,000 federal public servants, including professional and administrative personnel. In Nova Scotia a new Act titled, "An Act Respecting the Civil Service Joint Council," provided for a negotiating system for provincial civil servants similar to that in effect in Ontario.

In Quebec, a statute titled, "An Act to Ensure for Children the Right to Education and to Institute a New Schooling Agreement Plan," was passed to bring to an end a strike of teachers and to prepare the way for province-wide negotiations.

After some hospital workers had gone on strike in defiance of an order proclaiming a state of emergency, the Newfoundland Legislature passed the Hospital Employees (Employment) Act, 1966-67, which bans strikes by hospital workers. It revoked the section of the Labour Relations Act dealing with emergency disputes in hospitals, including the procedures for the settlement of the issues in dispute in emergency situations.

Some changes were made in the collective bargaining provisions of the police legislation of Alberta and Ontario. Ontario also amended its special legislation for firemen.

The general labour relations laws of Prince Edward Island and Nova Scotia were amended, and several labour relations boards have revised their rules.

Federal Public Employees

The federal Public Service Staff Relations Act went into force on March 13, extending bargaining rights to about 200,000 employees of the public service, including professional and administrative personnel.

Two complementary pieces of legislation went into force the same day—the Public Service Employment Act, and an amendment to the Financial Administration Act. The Public Service Employment Act, which replaced the Civil Service Act, provided for the continuation and extension of the merit principle of appointment and promotion. In line with this change, the Civil Service Commission was renamed the Public Service Commission, and staffing was made its major responsibility.

The amendments to the Financial Administration Act established the Treasury Board as the central management agency in the federal public service. Except in the case of agencies such as the Defence Research Board and the National Research Council, which are designated separate employers, Treasury Board will act as the principal agent of the Government in the collective bargaining process.

The Public Service Staff Relations Act incorporates mainly the same principles as the general labour relations laws governing employer-employee relationships in the private sector, except for some modifications deemed necessary to make the new law conform to the special needs and responsibilities of the federal public service.

One of the special features of the new law is that a union that is certified under the Act may choose between two dispute settlement procedures. One provides for recourse to binding arbitration; the other requires a reference to a conciliation board, and permits strike action—except in the case of employees whose services are considered essential to the safety or security of the public. The choice between the two procedures must be made before notice to bargain is given.

A bargaining agent will not be permitted to change its option during negotiations, but it may do so before the next round of negotiations begins, by applying in the prescribed manner to the Public Service Staff Relations Board, the regulatory board responsible for the administration of the Act.

The second option—the right to strike—is more complicated, in that a conciliation board may not be appointed until agreement has been reached on the question of "designated employees," that is, employees whose duties are considered essential to the safety or security of the public. The responsibility for the selection rests with the government agency concerned, which is required to furnish the PSSR Board with a list of such employees within 20 days after notice to bargain is given. If the employee organization makes no objection to the list, these employees become "designated employees." If there is any objection, the matter will be referred to the Board for settlement. Designated employees are prohibited from striking.

Initially, bargaining units are to be defined in such a way as to correspond with the occupational categories in the new classification structure now being developed and implemented. The Public Service Commission is authorized to specify and define the occupational groups within the occupational categories established. Five occupational categories have been established: operational; scientific and professional; technical; administrative and foreign service; and administrative support.

In March, the Public Service Commission published a list containing definitions of 72 groups within these five categories.

By the end of July, the Board had made determinations on five applications covering employees in the operational category. In three cases, Treasury Board was the employer. The separate employers were the National Research Council and the Defence Research Board. In each case, the Board made a distinction between supervisory and non-supervisory personnel and issued separate certificates for each group. The Public Service Alliance, the organization formed as a result of a merger between the Civil Service Association of Canada and the Civil Service Federation of Canada (L.G., Feb., p. 88), was the bargaining agent certified, except in the case of the employees of the National Research Council, who are to be represented by the Research Council Employees' Association.

Another feature of the Public Service Staff Relations Act is the jurisdiction of the PSSR Board or its chairman. The Board has the usual certification function. In addition, the chairman has duties in relation to conciliation.

Upon request, he may make the services of a conciliator available to the parties. Except in those cases where the bargaining agent has chosen arbitration as the final step, the chairman may, if the conciliator was not able to effect a settlement, establish a conciliation board. He may, however, refuse a request to appoint a board, if, after consultation with the parties, he thinks it will serve no useful purpose.

The chairman is authorized to appoint the members of a board, if the parties fail to do so within the required time. The chairman also has the duty of setting out the terms of reference of a conciliation board.

The Board has duties also in relation to the Public Service Arbitration Tribunal, the body established to decide disputes referred to arbitration and headed by Mr. Justice Montpetit of the Quebec Superior Court. The representative members on this Tribunal are to be drawn from panels named by the PSSR Board. The chairman and alternate chairman of the Tribunal are appointed by the Governor in Council on the recommendation of the Board.

The PSSR Board has also a considerable number of functions in relation to the grievance process. The Act provides for the establishment of grievance processes throughout the public service, and for third-party adjudication of grievances relating to the interpretation or application of a collective agreement, or an arbitral award, or a disciplinary action resulting in discharge, suspension or financial penalty. The Board was authorized to make regulations governing grievance procedures and issued its first regulations in April. These regulations require every department to establish a grievance process, which may not consist of more than four levels.

Adjudicators, including the chief adjudicator, are to be appointed by the Governor in Council on the recommendation of the PSSR Board.

In addition to its other powers, the PSSR Board is also authorized to determine any question of law or jurisdiction that may arise in connection with any matter before the Arbitration Tribunal or an adjudicator. The referral may be made by the Tribunal, the adjudicator or either of the parties.

Nova Scotia Civil Servants

A new statute titled, "An Act Respecting the Civil Service Joint Council," introduced a system of collective bargaining for Nova Scotia's departmental civil servants, which replaces the system of consultation adopted in 1963. Employees of provincial boards and commissions, such as the Nova Scotia Power Commission and the Nova Scotia Liquor Commission, except those appointed by the Civil Service Commission or the Governor in Council, were brought under the Trade Union Act in 1965. The result is that they are subject to the same bargaining procedures as are employees in industry—the only difference being that they may not resort to strike action until 30 days after the time limit prescribed for employees in the private sector.

The new negotiation system for departmental civil servants is similar to that in effect in Ontario. Negotiations are to be conducted by the Joint Council, and mediation will be available to help the parties reach an agreement. In the event of a stalemate, a dispute will be referred to a civil service arbitration board for settlement. Unlike the Ontario Act, which is silent on the question of strikes, the Nova Scotia legislation bans strike action by the Nova Scotia Civil Service Association.

The Civil Service Joint Council is to be composed of seven members: three public servants appointed by the Governor in Council, who will represent the official side; three nominees of the Nova Scotia Civil Service Association, who will represent the staff side; and a chairman, chosen by the Government, who must not be a member of the legislature, a public servant or a civil servant.

The Joint Council is empowered to establish its own procedures, but it must meet at least four times each fiscal year. Civil servants representing the staff side are to be granted leave with pay to attend meetings.

Any matter concerning the terms of employment of civil servants, defined as "persons appointed by the Civil Service Commission," may be put on the agenda, including remuneration, working conditions, leave and hours of work. The chairman has, however, certain discretionary powers. He must not put any matter on the agenda until satisfied that all review procedures provided for in the Civil Service Act and regulations have been complied with.

As in Ontario, there is provision for third-party mediation in the event of a stalemate. If the Joint Council is unable to reach an agreement, the chairman must refer the matter to the Minister of Labour, who has discretionary power to appoint a mediator within 15 days. No time limit is set for the mediator's report.

Like the Ontario legislation, the Nova Scotia Act does not expressly provide for collective agreements. Instead, it states that every decision of the Joint Council, whether reached with or without the services of a mediator, must be signed by the chairman and the vice-chairman. The chairman must transmit it to the appropriate authority to be implemented, and it is binding on the Association as well as on the Government.

If the Minister of Labour does not appoint a mediator within the prescribed time, or if the mediator is unable to effect a settlement, the chairman of the Joint Council must, at the request of either the Minister of Labour or the Association, refer the matter to a civil service arbitration board for settlement.

A civil service arbitration board is to be composed of a chairman nominated by the Minister of Labour and the Association. He will hold office for a renewable period of two years. Two other persons must be appointed on an *ad hoc* basis, and one of them must be nominated by the Association.

With one exception, the Government and the Civil Service Commission are obliged to implement a decision of the Joint Council, or an arbitration award, in the same manner as a provision of the Civil Service Act or regulations. The exception is that they are not bound to implement immediately a decision that would cause a government department to exceed its budget. The Minister of Finance and Economics must, however, provide for such an excess in his estimates for the next fiscal year, and it must be retroactive to the date on which the decision was to be effective.

The Association is forbidden to sanction, encourage or support, financially or otherwise, a strike by its members or any of them. The Act is silent on the consequences to an employee of going on strike.

Quebec Civil Servants

In Quebec, effective from March 23, new regulations under the Quebec Civil Service Act established a two-stage grievance procedure to hear complaints regarding classification.

The provisions apply to employees covered by collective agreements entered into by the Quebec Government and the *Syndicat des Fonctionnaires provinciaux du Québec* and the *Syndicat des agents de la paix*, as well as persons who would normally be part of these units if not excluded by the Labour Code.

The first stage in the appeal procedure is an *ad hoc* fact-finding committee composed of a government representative and a representative of the employee's union. If the employee is in an exempted category, he may name his own representative. This committee must submit a report to the Civil Service Commission.

The second stage in the procedure concerns the Commission. If the committee's report is unanimous, the Commission will render a decision based on this report. If the committee's decision is not unanimous, a member of the Commission, or another authorized person, will make a further inquiry into the complaint before a final decision is made by the Commission.

Quebec Teachers

School teachers in Quebec were brought under the Labour Code in 1965 subject only to the restrictions imposed on public service employees by Section 99. These restrictions apply in the case of teachers, in situations where a threatened or actual strike interferes with the education of a group of students.

On February 17, the Quebec Legislature passed Bill 25, "An Act to Ensure for Children the Right to Education and to Institute a New Schooling Collective Agreement Plan." The purpose of the legislation was twofold: to end a teachers' strike that began in the Yamaska region on November 24 and spread to other parts of the province, including Montreal; and to take steps toward developing province-wide collective bargaining for teachers.

In these strikes, the major issue was wages. In the fall of 1966, the Quebec Government had placed a ceiling on provincial support of salaries, which meant that amounts negotiated over that level had to be paid by local taxes.

The Act required all striking teachers in Quebec to return to work within 48 hours of Royal Assent. It also extended certain agreements until June 30, 1968, which in effect meant that, until after that date, teachers covered by such agreements are forbidden to strike, and would be liable to the fines provided in the Labour Code for engaging in illegal strikes.

The new Act also required every school board affected by a strike to arrange for the resumption of classes and to take back, without reprisals, all teachers employed before the strike began.

It extended to June 30, 1968 all collective agreements between a school board and a teachers' association that had expired prior to February 11, 1967, and also any agreements that would normally have expired in the period February 11 to September 30, 1967 inclusive.

On the original expiry date of each such agreement referred to above, the salary scale set out in the agreement was required to be replaced by a salary scale contained in the schedule to the Act.

The salary scale in the Act is a province-wide scale. It applies to both men and women and fixes salaries according to education and experience. Under this scale, salaries range from $3,450 a year for a teacher with no experience and 11 years of formal schooling, to $12,775 for teachers with 15 years' experience and 20 years of formal education, including a doctorate. A teacher with 15 years of schooling and 15 years' experience is now entitled to a salary of $8,520.

The Act limited the increases teachers were to receive under the new salary schedule and, at the same time, provided for minimum increases effective from April 1, 1967.

The maximum increase a teacher could receive on being brought under the new provincial salary schedule was $1,000, based on his salary for the year ending June 1966, under a collective agreement extended by this Act. He may, however, be paid any annual increase that he has earned because of additional experience.

Also, supplementary payments may be made to department heads and principals and for additional schooling. The maximum annual supplementary payment to department heads and school principals is $500.

The minimum wage increases provided for in the Act took into account any wage increase a teacher had received under the new provincial salary scale, and any statutory increase to which he was entitled under that scale.

Subject to the conditions described below, teachers covered by contracts that expired prior to February 11 were to receive a lump sum payment of $400, effective April 1, 1967. This amount was to be reduced by a sum equal to the difference between the salary to which he would be entitled for the school year ending June 30, 1968, under the new salary scale, and that which he received for the school year ending June 1966 under the previous agreement.

For example, a teacher whose salary would not be increased under the new statutory schedule, and who would not be entitled to any annual increase, would receive a lump sum payment of $400. A teacher who, as a result of the application of the provincial schedule and his statutory annual increase, received an increase of only $300, would receive a lump sum payment of $100. A teacher whose salary was increased by $400 or more under the new salary schedule would not be entitled to any lump sum payment.

Teachers under contracts that normally would have expired between February 11, 1967 and September 30, 1967 would receive a lump sum payment of $200, subject to conditions similar to those imposed on the group referred to above.

A further adjustment could be made to take account of offers already made by school boards. Where the salaries offered by school boards were higher than those in the provincial scale, teachers were to be paid additional amounts to bring their salaries up to the levels agreed upon in the final offer. Since disputes may arise as to the details and applications of the "final offer," provision was made for settlement of such questions by arbitration.

The parties whose agreements were extended by the Act were required to make the necessary amendments to give effect to clauses agreed upon prior to February 11 that are not inconsistent with the Act or the new salary schedule, and to send the text of the agreement to the Minister of Education.

Any disagreement concerning the application of the above section was to be deemed a grievance within the meaning of the Labour Code, and to be referred to an arbitration officer whose decision would be binding on the parties.

To assist in setting up a system of bargaining on some issues at the provincial level, the Act provided for a joint committee to advise the Government on matters that should be dealt with on a provincial basis. It was to be composed of representatives of the Quebec Federation of Catholic School Commissions, the Quebec Association of Protestant School Boards, and three provincial teachers' associations: la Corporation des instituteurs et institutrices catholiques du Québec, the Provincial Association of Catholic Teachers, and the Provincial Association of Protestant Teachers of Quebec. This committee was also to include two members appointed by the Minister of Education after consultation with the most representative parents organizations.

Negotiations on clauses to be dealt with on a provincia

basis were to begin on or before July 17, 1967. If an agreement is not reached before April 1, 1968, the Government must appoint a commission to inquire into the dispute. The commission will have the same powers as a council of arbitration. In its report, which must be submitted by June 1, 1968, the commission must report only the facts, and may not make recommendations. The Government is obliged to publish the commission's report.

There may be no changes in representation until after July 1, 1970. Negotiations at the provincial level are to be carried on between the Quebec Federation of Catholic School Boards, and the Quebec Association of Protestant School Boards, and the three provincial teachers associations mentioned above.

Negotiations on local clauses not affected by the new law could be resumed immediately. A notice of a desire to negotiate amendments to the local clauses in agreements that had expired prior to February 11, 1967 could be filed eight days after the date of Royal Assent. Negotiations were required to begin within eight days after notice and to be carried on diligently and in good faith. If an agreement on these local clauses was not reached within 40 days of the coming into force of the Act, the matter was to be referred by the Minister of Labour, acting *ex officio* or on the application of either party, to an arbitration officer.

Negotiations respecting revisions to the local clauses in agreements that normally would have expired between February 11 and September 30 were permitted to begin in July, after publication of the first order in council specifying the matters to be negotiated on a provincial basis. Fifteen days after the publication of this order, a party could give the other party at least eight days notice of a desire to negotiate those terms that may be dealt with at a local level.

If an agreement on local issues was not reached before August 15, 1967, the dispute was to be referred to an arbitration officer for settlement. The arbitration award would have the effect of a signed collective agreement.

The advisory committee appointed under the Act held fourteen plenary sessions in March, April and May, and made its report setting out the matters that the members unanimously agreed should be negotiated at the provincial level, and those on which there was disagreement. An order (O.C. 1556) was issued on June 30, naming salary scales as a matter for negotiation at the provincial level, and a further order issued July 22 (O.C. 1885) named the following other matters:

- interpretative provisions relating to matters to be negotiated at the provincial level;
- grievance procedures;
- rules and criteria respecting the workload of teachers;
- additional payments, or fringe benefits such as insurance, sick leave and social holidays;
- rules regarding leave including maternity leave, educational leave and leave to perform public duties or assume civil responsibilities;
- union prerogatives;
- rules regarding upgrading courses for teachers recognized by the Department of Education; and
- consultation of teachers.

Newfoundland Hospital Employees

Newfoundland enacted the Hospital Employees (Employment) Act, 1966-67, which bans strikes by hospital workers.

This legislation was enacted after 125 non-professional hospital workers at Central Newfoundland Hospital in Grand Falls went on strike in violation of a government order proclaiming a state of emergency under Section 39A of the Labour Relations Act.

The major issue in dispute was wages. A conciliation board had recommended a wage increase. The Central Newfoundland Hospital Corporation, which administers the Grand Falls Hospital and other hospitals in Newfoundland, agreed with the conciliation board report, but maintained that it could not grant the recommended increases on its own. The Corporation manages hospitals with funds from a budget approved by the provincial Department of Health, with minor income from other sources. Hospital executives said that there was no money available for the increases, except from the Government.

The order declaring a state of emergency was issued on January 23, and on January 24 the Grand Falls hospital employees walked off their jobs. On January 25, the Government introduced two bills—an amendment to the Labour Relations Act repealing Section 39A, and the Hospital Employees (Employment) Act, 1966-67. The new legislation received Royal Assent on January 27. The amendment to the Labour Relations Act provided that the repeal of Section 39A would not affect offences committed under the repealed section.

The new Act, which also went into force on January 27, applies to all hospital workers and their employers in Newfoundland, including Her Majesty in right of the province. It forbids hospital employers to declare or authorize a lockout and forbids trade unions to call, cause or authorize a strike or the continuation of a strike of any hospital employee. No person may aid, abet, counsel or procure a lockout or strike of hospital employees. Hospital employees may not strike.

Picketing of hospitals is expressly forbidden. The Act provides that no person may attend at or near the premises of a hospital employer or any other place where hospital services are provided for the purpose of advertising a strike; nor may a trade union or other person persuade or try to persuade anyone not to enter a hospital employer's premises or deal or do business with him or continue in or seek employment in a hospital.

Employees on strike when the Act went into force were protected against reprisals if they returned to work within 72 hours. On the coming into force of the Act, every trade union whose members were on strike was required to notify them that the strike authorization had been revoked and that, if they did not return to work within 72 hours, their employer could dismiss them by reason only of their having gone on strike.

This obligation to notify members of the revocation of the strike call rests on every person authorized to call a strike of hospital employees, or who has called such a strike, or any officer of the trade union or any employee of the union except a person employed to perform duties of a clerical, accounting or stenographic nature only. The burden of proving that the notice was given, or that an employee of the union is an exempted category, was placed on the person charged.

A trade union that had been certified as the bargaining agent of hospital employees will be decertified by the Labour Relations Board if:

- the union or an agent, officer or employee of the union or of a provincial, regional, national or international trade union, body, organization or association acting for, or on behalf of or in concert with the union, is convicted of an offence under the Act; or
- less than 70 per cent of the striking hospital employees employed in each classification or occupation return to work within 72 hours; or
- any hospital employees who are members of the union go on strike after the coming into force of the Act.

For a period of one year from the date of decertification, a union so decertified will not be eligible to represent any hospital employees who are or were at any time included in the bargaining unit represented by the trade union that has been decertified. Also, no other local or emanation of the trade union, associa-

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Today's Priorities For Tomorrow's Prosperity

Productivity, government spending, collective bargaining, labour-management relations, strikes and the Carter Report on Taxation were among the subjects examined by the principal speakers at the 1967 annual meeting of the Canadian Chamber of Commerce.

TODAY'S Priorities for Tomorrow's Prosperity," was the theme of the 38th annual meeting of the Canadian Chamber of Commerce, held in Montreal, September 17 to 21.

The more than 900 delegates who attended authorized the executive to send to the Minister of Finance a brief on the report of the Carter Royal Commission on Taxation. The brief was prepared by a committee that studied it in detail with the help of a number of specialists. Although it neither accepted nor rejected the Carter report in full, the committee submitted it to a critical examination.

The keynote address was given by Roger DeSerres, President of the Chamber. Other speakers included: Hon. Robert H. Winters, federal Minister of Trade and Commerce; Ronald Robertson, McCarthy & McCarthy, Toronto; C. B. Neapole, President of the Montreal Stock Exchange; W H. Flynn, Ontario General Manager, Canadian Industries Ltd.; H. J. Clawson, Vice-President, Steel Company of Canada, Hamilton; and V. O. Marquez, President, Northern Electric Company, Montreal.

W. M. Anderson, a partner in the firm of Winspear, Higgins, Stevenson & Doane, Vancouver, was elected president in succession to Roger DeSerres.

HON. ROBERT H. WINTERS

"What is needed is restraint in the demands made on their governments by Canadians, and resolution by the governments when considering these demands," Hon. Robert H. Winters, Minister of Trade and Commerce, told the delegates.

The Minister said he realized that, as a member of the federal Government, he was to some extent preaching to himself. But he said he was addressing himself to all concerned. It was "idle to exhort the private sector and private citizens, without at the same time accepting the responsibilities of governments stemming from their very heavy impact on the country's economic well-being."

Large discrepancies had been appearing between demands on income and trends in productivity. Was it possible, Mr. Winters asked, "to adapt the collective bargaining process to produce results more closely attuned to the economic realities of the day?" He said that "not only within the ranks of labour, but in some other groups of the Canadian community, there seems to be a growing trend toward the use of economic bargaining power to exact deals which are beyond the ability of the company or the country to afford, within the context of present levels of productivity."

Unless ways could be found "to keep income trends more closely in line with basic productive inputs, some of the key catalysts within our economic system will be undermined." Problems of this kind could be solved in part by aggressive and enlightened management, combined with productive labour. But some of the factors in the cost of production and levels of profit were outside the realm of management, and were "tied up with the demands made by the public on their governments at all levels. The result is that all governments are spending too much money—not in relation to our social needs . . . but in relation to the revenues available to the governments. This means both high taxes and large borrowings."

The federal Government was in the midst of a "rigorous exercise to keep our expenditures and revenues within a manageable relationship for next year. . . . Top priority must be given to those functions of government which sustain and improve the effective functioning of the nation and the economy. On this basis, slower rates of growth in government outlays would have particular impact on consumption-oriented expenditures."

This would not interfere with the "real and long-term benefits of welfare programs," however, because, by adhering to the fundamental rules of good management, we should best be able to fight poverty and improve the well-being of all Canadians.

H. J. CLAWSON

Canada faces some exceedingly serious and fundamental labour-management problems, which, if not solved or ameliorated will have profound effects on the future welfare of the nation as well as upon the institution of free collective bargaining.

In an address on "Labour-Management Relations in the Next Decade," H. J. Clawson, Vice-President of the Steel Company of Canada, took this disquieting view of the present labour situation. He examined three aspects of what he called "the breakdown in collective bargaining in our time."

First, he said that there was clear evidence, not only that the strike weapon was being abused by too frequent use, but that the "very nature of the strike is changing." There had probably never been a time in Canadian history when so high a proportion of labour-management negotiations ended in strikes, or strikes had been averted only by last-minute government intervention. He instanced trucking strikes, construction strikes, postal strikes, railway strikes, longshoremen's strikes, and seaway strikes.

"Another aspect of the present-day strike is that it is often not directed at the employer at all. It is directed at third parties, often the public at large—or at least it is the public that suffers primarily."

An instance of this was the recent strike of operating engineers against British Columbia hospitals. One problem in this connection was the union's insistence on picketing not merely the operations in the bargaining unit but the whole organization. Another problem was that "picketing is now designed not merely to notify the public that there is a strike, but effectively to shut down all operations for as long as the union decides."

A new hazard that had crept into the collective bargaining process during the past few years was the chance that a settlement agreed to by union negotiators might be rejected when it was submitted to the membership for ratification.

The third factor, Mr. Clawson said, involved the actions and attitudes of government, or sometimes the lack of action. The trend in Canada since the war had been to control or limit rather than to prohibit strikes. For example, strikes were made unlawful during the term of a collective agreement and during negotiation after an agreement had expired, pending conciliation procedures. In the public sector, strikes had sometimes been expressly prohibited; and in most other cases it had been assumed "that, even under the general law, a civil servant did not have the right to strike."

But now a new trend had appeared that would have the effect of extending the area of permissible strike activity. Some governments in Canada had in recent years repealed legislation prohibiting strikes by employees in the public service. The speaker said that he did not quarrel with the principle of collective bargaining for federal civil servants. But the Government had gone further than this. It had expressly recognized the right to strike by all civil servants, except those whose duties were "necessary in the interest of the safety or security of the public," and it had done this although most of the public service unions had not asked for the right to strike. Canada was now one of the few countries in the Western World that had expressly recognized the right of employees to strike against the Government.

As if the waste and inconvenience of strikes in the private sector were not enough, this meant that Canadians were now faced with the possibility of periodic strikes by government employees. A compelling practical reason why strikes should not be allowed in the public service was that "it is impossible to have true collective bargaining . . . in respect of public service employees, for the simple reason that any so-called voluntary settlement will almost invariably involve political criteria." The injection of political considerations into industrial disputes was not "free collective bargaining in the ordinary sense," Mr. Clawson contended.

He also referred to talk, arising from the Freedman Report (L.G., Jan.-Feb. 1966, p. 4), of giving unions the right to strike on certain issues, especially technological change, even during the term of an agreement. This, he said, had been described as "tantamount to putting technological change on the auction block of collective bargaining."

What could be done about the serious situation that existed in the Canadian collective bargaining scene, Mr. Clawson asked? "Unfortunately we shall have to look to governments to provide most of the solutions, partly because many of the problems have been created by government action over the years, but mainly because the kind of solutions required can only be provided by legislation." He doubted the effectiveness of appeals for restraint and moderation in formulating collective bargaining demands.

The speaker suggested several things that he thought should be done:

- Management must continue to strive for the highest degree of constructive and co-operative relationships with unions, consistent with sound business economics.
- Government should be called upon to refrain from implementing the Freedman Report or any other suggestions for enlarging the right to strike. Civil servants should not be allowed to strike under any circumstances. Limitations on the right to strike in private non-profit organizations such as hospitals, universities, and certain crown corporations, will probably come.
- The penalties for unlawful strikes must be made more severe and enforcement of such penalties must be made more certain. The individual employer has a responsibility

to negotiate protective provisions in the collective agreement "with teeth in them," and governments must be prepared to strengthen legislation on unlawful strikes. In particular, the legal immunities of unions must be withdrawn so that the appropriate financial penalties can be imposed where there has been a violation of the law or a contract.

- The Government must continue to ensure that qualified arbitrators are available to adjudicate disputes arising during the term of an agreement. It has taken steps that practically prevent judges from acting in this role, and there are very few qualified and mutually acceptable other labour arbitrators.
- A search must be made for a solution to the problem of the repudiation by union members of settlements duly consummated with the union negotiating committee.

Answering questions at the conclusion of his address, Mr. Clawson said that he did not at present favour compulsory arbitration of labour disputes. He thought that governments should intervene as little as possible in such matters. But, if the present trend continued, he said, compulsory arbitration might come.

Neither did he advocate the adoption of a system of labour courts on the Australian model (L.G. 1956, p. 957; 1957, p. 336). He thought that it was not usually advisable for one country to borrow ready-made solutions from another country. Each developed its own methods of dealing with various questions in accordance with conditions in that country, and these conditions might not be the same in another country. Moreover, the Australian plan had not been an unqualified success. Strikes occurred in Australia, although there had not been the long-drawn-out strikes that had sometimes been experienced in Canada.

Legislation making a secret strike vote compulsory among the union members did not appear to have reduced the incidence of strikes, Mr. Clawson said. In British Columbia particularly, experience did not suggest that such a law had any value in preventing strikes. There was no evidence that strikes were frequently brought on by a belligerent minority against the wishes of the majority of the members. He said he thought present indications were that wildcat strikes would become more common, and he was concerned about the prospect.

V. O. MARQUEZ

The difficulties of measuring productivity in any particular business were discussed by V. O. Marquez, President of the Northern Electric Company, Montreal. In his address, "Productivity—The Key to Progress," he ventured the opinion that not many of those present would be able to tell, with any degree of accuracy, whether or not their particular business had shown improvement or deterioration in productivity during the past five years. To measure productivity in a particular business was considerably more difficult than measuring national productivity.

"Gains in productivity usually come from a combination of four activities or processes. First, by improving the quality of the factors of production—people and machines; second, by improving the manner in which these productive factors are combined; third, by utilizing the productive factors as nearly as possible to maximum capacity; and, fourth, by eliminating non-essential activities from the productive system," Mr. Marquez said.

"If 10 men produced 10 units of product per hour in 1960, and 10 men are now able to produce 20 units per hour in 1967, it would seem reasonably clear that the productivity of the manpower resource has doubled. On the other hand, since for an individual corporation, manpower is not the only resource used, it would be necessary to determine whether the gain in manpower productivity has been offset, in whole or in part, by losses in the productivity with which other resources were employed.

"If manpower productivity improvement had been achieved by the expenditure of capital dollars for better machinery, it is conceivable that the improvement in manpower productivity might have been partly, or even completely, offset by a loss in productivity of the capital dollars employed in the business . . . industry productivity measurement is not as simple as might appear at first glance."

Again, the speaker said, "When we buy a faster and more costly machine to save labour hours, we have usually made a sacrifice in capital dollar productivity to achieve a gain in productivity per person and per payroll dollar. How accurately do we balance this exchange? When we raise salaries or wages, we automatically reduce the productivity of the payroll dollar, and we must then find ways of obtaining more output per person, or per unit of time, or per capital dollar, to compensate.

"Taxes represent an important element of the cost dollar, and when taxes are raised, business has to find ways to improve output per person, or per capital dollar, or per other cost dollars, or per day, to compensate. There is no other way to maintain or improve productivity."

Reductions in the tariff, particularly in reference to the Kennedy Round, meant that productivity must improve, at least sufficiently to counterbalance the reduction in protection, Mr. Marquez said. The rate at which we improved productivity in Canada in comparison with the United States had now become "a matter of sheer survival. Pressures for immediate wage parity with the United States add fuel to this particular fire."

BRIEF ON CARTER REPORT

The extensive, 56-page brief prepared by the Chamber of Commerce for presentation to the Minister of Finance in response to his invitation to interested parties to express their views on the Report of the Royal Commission on Taxation was circulated during the conference. The following are excerpts from the introduction:

"We note with approval and satisfaction the Commission's efforts to devise a tax structure that would remove as far as possible from the free working of a market economy the distorting effects of tax laws. As a result of the shortage of time, however, Chamber members have not, at least as yet, been able to satisfy themselves that the recommendations advance this objective. Nor have they been able to satisfy themselves that the Commission's assumptions and conclusions about the over-all use of fiscal policy are fully consistent with the principles and objectives that Chamber members endorse, and which we are satisfied reflect the viewpoint of a great majority of Canadians.

"This being the case, the Chamber believes that it is incumbent upon the Government to include, as a major part of its proposed White Paper on taxation, its own detailed assessments of the economic effects of any major changes in the tax structure that it proposes, and the extent to which these confirm, or differ from, those of the Commission. . . .

"While the Chamber has long supported the use of appropriate fiscal policy to stabilize the Canadian economy, the distinct impression has been gained by many who have considered the report that the Commission is advocating much greater use of federal Government tax and expenditure policies for controlling the Canadian economy . . . .

"The Royal Commission is to be commended for attempting precise estimates of the revenue consequences of its recommendations. Since it is not possible for those without complete access to the resources and information available to the Commission to test these computations, we feel it necessary that the Government should do so, and present its own independent conclusions in the White Paper. . . ."

ICFTU Conference

Education in the Labour Movement

Sponsored by the ICFTU, the first world conference on education in the labour movement focussed attention on union action at national and international levels.

The first world conference on education in the labour movement drew 200 participants from more than 50 countries to Montreal to examine labour education and vocational training. Sponsored by the International Confederation of Free Trade Unions, the conference ran from August 15 to 25.

The meeting provided an opportunity for the ICFTU to focus attention on an increasingly important sphere of trade union action at national and international levels. As it was 15 years since the last international meeting on trade union education, the conference also provided a timely opportunity to question and study the validity of past policies, and to examine their efficiency as an instrument for promoting the well-being of trade union members and other workers.

The five working groups set up for the conference dealt with:

- the demands made upon trade unions, and their proposals for programs concerning general education and vocational training;
- forms of trade union training at various levels, from grass roots to international curricula;
- the role of residential colleges, and the functions, status, and preparation of the teachers;
- trade unions and the educational activities of the United Nations specialized agencies and of intergovernmental organizations; and social and economic demands of trade unions related to education, with a focus on manpower planning, educational leave, and social and economic stimuli to promote permanent education.

Vast Changes

In his address to the first plenary session, Herbert A. Tulatz, ICFTU Assistant General Secretary, discussed the role of the free trade union movement in education. He described some of the vast changes that education has brought to trade unionists during the past decade. "Never have the workers of the industrialized world enjoyed a higher standard of life than today," he said.

There remain, however, the problems that confront labour education in developing countries. Mr. Tulatz described the hurdles that developing nations face in their striving for increased productivity. Illiteracy, population increase, scarcity of revenues devoted to education, and the limited size of the "working class" in newly independent nations provide some of the chief barriers to worker education, which until now has been sporadic in these countries. "The school system in colonial days tended to neglect this aspect almost completely," and now these countries have a large gap in vocational training, he said.

Mr. Tulatz paid tribute to the ILO and OECD for their assistance to vocational training centres in Africa, Asia, and Latin America. He called for greater co-operation between the United Nations Educational, Social, and Cultural Organization and non-governmental organizations, including ICFTU affiliates, in order to obviate the UNESCO activities to channel solely through government agencies.

Mutual Self-help

Bernard Tacke, Vice-President of the West German Trade Union Federation, spoke about the place of labour education in the modern concept of education.

"The principle of mutual self-help was and is still today the major principle of the trade union movement and its educational work," he said. The "teaching authority" may hinder the progress of workers' education by preventing solidarity and community spirit among adults. Mutual self-help can foster co-operative learning within workers' education as an effective pedagogic technique. "Economic and social aspects are necessarily brought into vocational training and are closely bound up with working life."

Mr. Tacke summarized workers' education as:

- adult education that caters to the special situation of workers, both inside and outside their work;

Manpower Centres

Quebec province will establish a total of 25 manpower centres, one for each of the economic subregions. This announcement was made during the world conference on labour education by the Minister of Labour for Quebec, Maurice Bellemare.

The purpose of the centres is to keep a check on changes in the labour market in each region. They will attempt to ensure a supply of skilled workers for each area and to carry out training and reclassification of workers.

- trade union training, vocational training, and political training; and
- a reflection of trade union tasks and policies.

"It must be made clear that there is a large identity between trade union political strivings and the general interest." Political education should be an essential task for labour educationists," he said.

Social Upgrading

Pierre Galoni, Confederal Secretary, *Confédération Général du Travail—Force Ouvrière*, of France, described the content and methods of modern permanent education as a social upgrading action. "The term 'social upgrading' covers everything pertaining to education and further training of persons . . .; it thus refurnishes the idea of adult education," he said.

Its objectives are:

- to enlarge the pool of skilled workers from which the economy can draw;
- to enhance the adaptability and mobility of labour, and to increase its capacity for betterment; and
- to improve the efficiency of educational institutions.

He called for further efforts by labour groups to improve the level of scientific and general knowledge; to re-establish the scope and means for freeing workers from the confinements of overspecialization; and to construct a personal cultural balance for workers.

A prerequisite for an efficient trade union movement was outlined before the delegates by Walter G. Davis, Director, AFL-CIO Department of Education. The aim of trade union training is to make unionists aware of the economic, social, and political problems involved in the running of public affairs. Trade union training will make leaders determined to defend the interests of the workers, he said.

Promote and Strengthen

The second area of union training that Mr. Davis described is one to promote and strengthen the union movement. "American unions are now issue-minded in the sense that where there are defeats of labour candidates in local or national elections, it is directly felt by the workers," he said.

That is why, he went on, full-time union representatives are now expected to advise rank-and-file members on political issues in order to explain and promote the objectives of the national trade union movement in the community.

Manual Peñalver, Press Officer of the Venezuelan Confederation of Workers, told the conference that the trade union movement must train leaders to participate in the social and economic life of the nation and to make this participation significant for the workers.

Mr. Peñalver asked the delegates to consider the creation of a co-ordinating commission for labour education throughout the world. He said that unions must maintain their organic independence and teaching autonomy when receiving economic assistance toward labour education from governments, universities, and international bodies.

New Role

Peter Rosenfeld, a representative of the British Union of Shop, Distributive, and Allied Workers, told the conference that unions are ill-prepared for the new responsibilities that they face in economic and social planning in both developing and industrialized countries. He called on the delegates to improve their education programs in ways that would enable union to play a new role.

Governments "faced with growing responsibilities for planning industrial, economic and social developments" are calling on unions to participate in consultative decision-making councils at regional, national, and industry levels, he said.

This is happening in Britain, France, India, South America and Africa, he said, but "we are a long way from the point at which we can claim to be adequately prepared and fitted in terms of skills, knowledge, and attitudes for this exciting role."

Labour Film Festival

About 60 films were entered in the fifth international labour film festival, which was held from August 11 to 15 in Montreal. The festival was held in conjunction with the ICFTU conference on education.

The film entries competed for a best labour film award as well as for prizes in six special subject categories: labour, social and economic, safety and accident prevention, welfare, social studies, and education.

The first place award went to a Canadian film titled "Do Not Fold, Staple, Spindle, or Mutilate," which also won the grand prize of the festival.

The festival was under the auspices of the International Labour Film Institutes, an organization of the ICFTU, with the co-operation of the Canadian Labour Congress and the National Film Board of Canada.

Jobs for professionals decrease during 1967

Jobs for Canadian engineers, scientists and executives decreased by 6 per cent during the first eight months of 1967, compared with the same period in 1966, according to a report issued by the Technical Service Council, a non-profit placement service sponsored by industry.

The survey reports that architects, civil engineers and draftsmen have been laid off by engineering consultants and other firms, and that smaller numbers of professionals have been laid off in the food, appliance, automotive and electronics industries. The report attributes staff reductions to reduced capital expenditures on factories, the high cost of money, uncertainty about business prospects, and increasing professional salaries.

Partly because of layoffs, the number of professional job-hunters increased by 42 per cent. Although most are not out of work, the increase in the manpower pool gives employers a greater choice of candidates, and they are becoming increasingly selective.

Professional job openings tripled between 1961 and 1965, the report stated; and most 1968 university graduates should have little trouble securing positions.

Brain drain from Canada to U.S. is heavy

Canada is losing about $25,000,000 worth of manpower a year to the United States, a recent report indicates. The report, prepared for a U.S. congressional subcommittee on research and technical programs indicated that the brain drain from Canada brought about $17,180,000 worth of engineers and $7,860,000 in medical doctors to the U.S.

Canada leads in supplying technical talent, exceeded in some categories only by Britain. Not all of the migrants, however, are Canadian-born—only 1,844 out of 3,460 in the 1962-64 period.

Canada Pension Plan reviewed in Argentine

Highlights of the Canada Pension Plan are listed in the January issue of *Boletin del Instituto Nacional de Prevision Social*, official publication of the Ministry of Social Welfare and Security, Republic of Argentina.

Specifically, the article deals with the aspects of retirement pensions and those affecting the disabled, widows and children. Financing and administration of the plan are also dealt with.

Much To Criticize

Growing unemployment and rising prices were among the chief targets of criticism levelled at the British Government by delegates to the 99th annual conference of the Trades Union Congress.

The British Government's entire economic policy was brought under fire at the 99th annual conference of the British Trades Union Congress, held at Brighton in September.

The 1,059 delegates, representing a total membership of 8.7 million workers in 169 unions, considered several proposals and recommendations to be presented to the Government.

According to most labour observers and commentators the criticisms raised during the conference will carry great weight in the decision-making process within Britain's Labour Party because the trade unionists provide the Labour Party not only with votes, but also with a great deal of financing for election campaigns.

This year, the TUC found much to criticize in the Government's policies. Growing unemployment, which has risen to 500,000 jobless workers, and rising prices were the chief targets of the attack. Productivity rates would not be maintained if attempts were made to discipline workers by putting large numbers of them out of work, Sir Harry Douglass, President of the TUC, said in his opening address. The trade union movement was not prepared to accept the discipline of unemployment.

Trade liberalization, Sir Harry said, was eroding tariffs slowly but surely. The elimination of tariffs in the European Free Trade Association and the European Economic Community countries accentuated this erosion. Britain's economy rested on achieving an efficiency at least equal to that of overseas competitors, as competition gradually replaced the financial and physical prohibition of imports.

An assessment of total productive capacity in Britain compared with actual output, he said, would reveal the waste of low-capacity production, and accentuate the need for more effective planning, not only for nationalized production but for marketing.

"Our balance of payments problems," Sir Harry continued, "will not be solved in the long term by defensive barriers, but by the acceptance of hard facts and a joint efficiency effort by Government, employers, and trade unionists." The unionists would not accept unemployment, and resentment toward it was shown by the unionists when unemployment remained at a national average of 2 per cent during the incomes freeze (L. G., Dec. 1966, p. 715).

John Boyd, Chairman of the Labour Party, added to Sir Harry's comments by calling for Government regulations to slash exorbitant shop prices. He criticized non-union economic theories that believed in planning that created unemployment, and he blamed them for the failure to bring about economic prosperity and freedom from unemployment. Mr. Boyd urged a return to wartime legislation to stop prices from soaring at a time when wages are being held down.

In addition, the labour unions took the opportunity to criticize the United States war policy in Viet Nam. The TUC approved a resolution that demanded a break with President Johnson's policy there. The motion recommended that the British Government dissociate itself from American policy, and that the Government make every effort, based on the 1954 Geneva agreement, to bring about an end to the present war with a view to implementing withdrawal of foreign troops and introduction of nation-wide elections.

The delegates remitted to the general council a motion calling for an investigation into the operation of the Redundancy Payments Act, 1965. The unionists, in passing the motion, sought to remove clauses in the Act that "can place workers in nationalized industries at a disadvantage compared with other workers." Delegates pointed out that, in private enterprises of single commercial units, no alternative work would be offered to workers who had been laid off. In the nationalized coal mining industry, however, alternative employment in several nearby pits may be available to such workers—and they would be required to make a claim for redundancy lump sum payments if they refused the employment.

The delegates approved also a motion objecting to selectivity as a basis for the payment of social security benefits.

A resolution deploring the Government's policy concerning the redeployment of labour was approved unanimously. It suggested that the Government first ensure that jobs are available in the areas of redeployment, and that subsidized local authorities provide necessary accommodations in those areas. The resolution called on the general council to insist upon a planned industrial policy from the Government to phase the transfer of labour so that the full economic capacity of workers could be realized.

Another motion declared that a voluntary incomes policy should operate against a background of price control. It demanded that the Government operate this aspect of their policy rigorously. In the long run, a successful incomes policy must be operated on a voluntary basis, the motion added. At the same time, it recognized that an elected Government should have some say over wages, salaries, prices, dividends, and profits.

The motion called for:

- recognition of the cost-of-living factors that lead to wage and salary increases;
- maintenance of proper differentials for skill and responsibility in wage scales;
- and a national minimum wage of £15 ($45) a week to be extended to the scale applicable in most salary sectors.

The motion added that the income policy must aim at:

- the achievement and maintenance of a decent standard of living for all working people, their dependants, and pensioners;
- provision of more comprehensive social benefits; and
- redistribution of income.

Despite pleas by George Woodcock, General Secretary of the TUC, the delegates approved a motion deploring the Government's deflationary measures, rejecting Government intervention in collective bargaining, and proposing lines of action.

Opening the debate on the economic situation, Mr. Woodcock said that it was not the job of the TUC to allocate praise or blame to the Government. It was not long ago, he said, that governments accepted practically no responsibility for economic affairs in the country; now, everything wrong in the economy is blamed on the Government. "We are all involved in this business—

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Consumer, September 1967

The consumer price index (1949-100) decreased by 0.1 per cent to 150.7 at the beginning of September, from 150.9 in August. It was 3.9 per cent higher than the September 1966 level of 145.1.

The food index decreased 1.8 per cent to 148.5 from 151.2. Lower prices were reported for some fresh vegetables and fresh fruits. Smaller decreases were recorded for poultry, weiners and lamb. Fresh milk and butter prices remained unchanged, and cheese prices increased slightly. There were slight increases in the price of fruit juices, instant coffee and soft drinks. Sugar and infants' food prices declined marginally.

The housing index rose 0.3 per cent to 152.6 from 152.2 as a result of general increases in rents and home-ownership costs, and home furnishings.

The clothing index advanced 1.8 per cent to 134.7 in September, from 132.3. Women's wear items increased, on the average, by nearly 5 per cent; increases in men's wear, children's wear and footwear prices were much less marked.

The transportation index moved up 0.3 per cent to 158.4 from 158.0, reflecting higher prices for automobile repairs and replacements parts, as well as increased bus fares in several major cities.

At 191.4, the health and personal care index declined by 0.3 per cent from 191.9 as the result of a 3.4 per cent reduction in the price of pharmaceuticals. Personal care supplies registered price increases. The recreation and reading index advanced 0.5 per cent to 168.7 from 167.9, as a result of price increases in magazine subscriptions and television repairs. The tobacco and alcohol component was unchanged at 128.6.

Group indexes a year ago in September were: food 147.1, housing (shelter and household operation) 145.4, clothing 127.0, transportation 151.2, health and personal care 181.3, recreation and reading 158.8, and tobacco and alcohol 126.4.

City Consumer, September

Between August and September, consumer price indexes showed mixed movements in nine of the 10 regional cities, ranging from a decrease of 0.5 per cent in Halifax to an increase of 0.5 per cent in Edmonton-Calgary. The index for Saskatoon-Regina remained unchanged.

Food indexes registered declines of from 2.4 per cent to 0.1 per cent in all cities except Winnipeg and Edmonton-Calgary, where increases of 0.3 per cent were recorded. Housing indexes rose in all cities except Halifax where it remained unchanged. There were increases in the clothing indexes, ranging from 2.1 per cent in Toronto and Winnipeg, to 0.8 per cent in Saint John.

The transportation index moved up fractionally in most cities, the exceptions being Saint John and Saskatoon-Regina, where increases of 1.6 per cent and 1.1 per cent were recorded, and St. John's, Newfoundland, where there was a slight decline. Removal of the federal sales tax on pharmaceuticals resulted in lower health and personal care indexes. The recreation and reading indexes advanced slightly in all cities, while those for tobacco and alcohol remained unchanged.

Regional consumer price index point changes between August and September were: Halifax −0.7 to 142.4; Montreal −0.6 to 149.1; Ottawa −0.3 to 148.3; Saint John −0.2 to 145.7; St. John's −0.1 to 130.8;* Saskatoon-Regina unchanged at 140.9; Toronto +0.1 to 152.2; Vancouver +0.4 to 145.1; Winnipeg +0.6 to 147.1; Edmonton-Calgary +0.7 to 142.0.

Wholesale, August 1967

The general wholesale index (1935-39=100) moved up 0.3 per cent in August to 264.6 from the July index of 263.7 and was 1.6 per cent higher than the August 1966 index of 260.4. Seven major group indexes were higher, and one declined.

The animal products group index rose 0.5 per cent to 294.1 from 292.7 on higher prices for eggs, livestock, and fresh meats. In response to price increases for silver, the non-ferrous metals products group index rose 1.8 per cent to 240.0 from 235.7. The non-metallic minerals products group index moved up 0.4 per cent to 200.1 from 199.3, and the wood products group index advanced 0.3 per cent to 348.0 from 346.9. Increases of 0.2 per cent or less occurred in the following major group indexes: vegetable products to 231.2 from 230.8; chemical products to 212.3 from 211.8; and textile products to 252.9 from 252.8. The iron products group index moved down 0.5 per cent in August to 273.9 from 275.2.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) decreased 0.4 per cent to 258.0 from 259.1 in the three-week period September 1 to September 22. The field products index moved down 1.3 per cent to 185.8 from 188.2, and the animal products index advanced 0.1 per cent to 330.3 from 330.1.

U.S. Consumer, August 1967

The United States consumer price index (1957-59=100) rose by 0.3 per cent between July and August. The index in August was 116.9 and for July it was 116.6.

Higher prices for food, services and tobacco accounted for the August increase. The overall consumer prices were 2.7 per cent above those of a year ago.

British Retail, August 1967

The British index of retail prices (Jan. 16, 1962-100) was 118.9 at August 22, compared with 119.2 at July 18 and 117.3 at August 16, 1966.

The decrease was due to seasonal reductions in the prices of most fresh vegetables, partly offset by increases, also seasonal, in the prices of eggs.

The index for the food group as a whole dropped by less than 3 per cent to 116.6, compared with 118.4 in July.

In the transport and vehicles group as a whole, the index fell slightly to 112.6, compared with 112.7 in July.

As a result of increases in admission charges to football games and theatres, and for services such as hairdressing, shoe repairing and watch repairing, the index for the services group as a whole rose by nearly one half of one per cent to 126.8, compared with 126.3 in July.

In the remaining seven groups, there was little change in the general level of prices.

Job Opportunities And Employment Practices

Women's Bureau

Progress is opening up new job opportunities for women and removing discriminatory employment practices based on sex, according to the third annual report of the United States Interdepartmental Committee and Citizens' Advisory Council on the Status of Women. Included in the report is a summary of the most recent developments in federal and state education and legislative measures affecting women.

Many of the changes in employment practices date from the passage of the Civil Rights Act of 1964, which prohibits discrimination in employment based on sex, as well as on race, colour, religion and national origin. The Act became effective in July 1965, at which time the President appointed a five-member Equal Employment Opportunity Commission to administer the Act.

All private employers, public and private employment agencies, labour organizations, and joint labour-management apprenticeship programs, involving 50 or more persons are covered by the Act. By July 1968, the requirement for persons will be reduced to 25. They will have to have been on the payroll of an employer for 20 weeks or more during the calendar year, a provision that allows for coverage of many part-time as well as full-time employees.

Employers Comply

A private survey of employers*, conducted a year after introduction of the Act, revealed that three out of 10 companies surveyed had made personnel policy changes that complied with the intent of the legislation. These changes were ranked by the survey, in order of frequency, as follows:

- maternity leave instituted for pregnant employees (one half of the offices and one third of the plants surveyed made this change;
- women allowed to include husbands as dependents under group life or health insurance plans;
- segregated male-female seniority lists unified;
- reference to sex omitted in job postings;
- retirement age of men and women equalized;
- increase in amount of group life insurance for women employees;
- "equal pay" changes.

As elsewhere in the West, the female labour force in the U.S. is showing rapid growth. It increased 5.2 per cent in 1966 to 28.7 million compared with a 0.6 per cent increase for men. The Act is assisting this trend by opening up new job opportunities in work previously classified as "male only."

First Annual Report

During its first year of operation, the Commission was virtually swamped by 8,854 allegations of employment discrimination—four times the number anticipated by the previous experience of state Fair Employment Practice Commissions. The first annual report of the federal Commission, issued in June 1966, gives an analysis of the complaints received, by subject matter and broad category.

Racial discrimination was the basis for 59 per cent of the complaints, but 37 per cent concerned alleged discrimination based on sex. The remainder were based on discrimination concerning national origin or religion. Where states have laws and procedures for dealing with such complaints, they must be dealt with first at the state level—or the federal EEOC may defer to the state for a maximum of 120 days to handle the problem.

Of the complaints the EEOC received based on sex discrimination, over half, 726, concerned a difference in benefits received by male and female employees; and 588 were based on layoff, recall and seniority issues. Only a small percentage concerned wage differentials, because equal-pay complaints may also be made under the federal Fair Labor Standards Act, or through similar legislation in 29 states.

The effect of EEOC rulings spreads beyond individual cases, because the Commission actively pursues a policy "firstly, to obtain prompt and appropriate relief for the charging party; and secondly, to seek a remedy for the underlying problem of discrimination. A charge of job discrimination is frequently a symptom of widespread disease." In one instance, when the EEOC persuaded a New Orleans restaurant to comply with the Act, it sought also to secure compliance from all other restaurants in the city to avoid jeopardizing the one operator's competitive position.

Far-reaching Effects

Among opinions of the EEOC that have broken new ground and may be expected eventually to have far-reaching effects are the following:

Age—An employer may not refuse to hire a woman because of age unless a similar policy is applied to men.

Insurance—If a company or negotiated health insurance plan provides maternity benefits to wives of male employees, but not to female employees, it contravenes the Act. So does payment of smaller sick benefits or life insurance benefits to female employees than to male employees. To prevent duplication, however, participation in an insurance plan may be confined to the principal breadwinner in the family.

Pregnancy—Refusal to recall a female worker after pregnancy violates the Act, because it denies a woman the same recall rights that a male would have after a prolonged illness. The Commission has ruled that the employer may determine (subject to any collective agreement provision to the contrary) when a pregnant

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*Prentice-Hall, Inc., Engelwood Cliffs, N.J. 07632. "Title VII, One year later, Employers' Compliance Experience."

The National Training Course for Sheltered Workshop Personnel

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

The first national training course of sheltered workshop personnel was held from August 14 to 31 at York University, Toronto. The participants were from all parts of Canada, represented a variety of interests, and included instructors and directors of programs in both government institutions, and voluntary agencies. The course was sponsored by the Canadian Association for Retarded Children, in co-operation with the Vocational Rehabilitation Branch of the Department of Manpower and Immigration.

J. M. Larkin, Chief of the Vocational Rehabilitation Services, Ontario Region, Department of Manpower and Immigration, stressed the need for an organized approach to the many areas of rehabilitation. Close co-operation between government and private agencies serving the handicapped was imperative, he said—and he cited the National Training Course as a prime example of a way in which the government and a private agency could co-operate.

The primary objective of the training course was to contribute to the personal and professional growth of people already engaged in providing rehabilitation services for the handicapped, and to increase the number of qualified and competent workshop supervisors, managers and directors. It is common knowledge that the shortage of trained personnel to work with the disabled is one of the most serious problems confronting rehabilitation programs.

Course Director William C. Berendsen, National Consultant in Sheltered Workshop Services for the Canadian Association for Retarded Children, pointed out that "since medical and psychological rehabilitation have advanced more rapidly than vocational rehabilitation, a serious situation has been created. It is an imperative need to bridge the gap between these services and ultimate job objective—a need with which workshops are especially concerned. This demands increased knowledge about the world of work, fitting the handicapped to specific jobs, fitting specific jobs to certain handicapped individuals, the physical demands of various types of work, the emotional demands of various types of work, the organization and relationships of labour and management."

Walter N. Boyd, Provincial Co-ordinator of Rehabilitation Services for Manitoba, stated: "Our function in rehabilitation is to assist the individual to determine his remaining abilities or capabilities, to evolve a vocational rehabilitation objective that is related to these abilities, and to assist the individual to use his resources and those in the community to make the maximum use of these abilities both economically and socially."

Mr. Boyd went on to note that, from the standpoint of the employer, in order for a person to function effectively in an employment situation, whether this be in competitive employment or in sheltered employment, four basic assets must be present:

- the individual must be able to work with other people;
- he must be able to produce something of dollar value;
- he must be able to comply with the industrial requirements of the employment situation; and
- he must be able to accept supervision.

Without these four prerequisites, said Mr. Boyd, a person will be unable to keep a job.

The neurological, medical and physical aspects of the various areas of disability were described by Dr. S. J. Keogler, Superintendent of the Mental Retardation Centre, Toronto, and Dr. M. C. P. Cameron, Professor of Physical Medicine and Rehabilitation, University of Western Ontario.

Work assessment and work adjustment, subjects of great importance to many workshops, were discussed and illustrated with case histories by J. L. Campbell, Assistant Director, Vocational Guidance and Rehabilitation Services, Cleveland, Ohio. Of special interest was his explanation of his "Phase-Task" approach—which he defined as the breaking down of a process of change into manageable units. Work adjustment was discussed in a four-phase framework: settling in; learning, growth; and job readiness.

In his lectures on "Work Study," A. D. McCoshen, consultant with Woods, Gordon & Company, said that "the value of work study lies in the fact that, by carrying out its systematic procedures, quite ordinary men can achieve results as good as, or better than the less systematic genius was able to achieve in the past. It is the most penetrating tool of investigation available to management, because, in investigating one set of problems, the weaknesses of all the other functions affecting the efficiency of the operation will be laid bare, so that the development of the solution to the problems have far-reaching effects."

Employment opportunities of the handicapped were highlighted by R. McCormack, consultant, Vocational Rehabilitation, Prairie Region, Department of Manpower and Immigration. A number of actual placement cases were discussed and illustrated with slides.

It was thought by the participants that, as a pilot project, the course was an unqualified success. The three weeks, however, did not afford sufficient time to go deeper into certain areas of study; and those expressed interest in follow-up specialist courses in such areas as work assessment and adjustment and methods study.

The unanimous hope of the participants was that the course would mark the inception of continuing training for sheltered workshop personnel, so that Canada would have a sufficient number of qualified persons to meet the needs of an expanding rehabilitation program.

Knowing Employees By Name

Labour-Management Consultation Branch

No one expects the manager of a large plant or service industry operation to know all his employees by name. But he should make an effort to periodically make himself available to the employees. One method is for him to take part in the activities of a labour-management committee.

This is the gist of an argument put forward by William Cranston, Chairman of the Economic Council of Ontario. Mr. Cranston, who firmly believes that labour-management consultation "is necessary if we are to enjoy economic growth," bases the following remarks on his experience in industry, newspapers and Government:

"A member of management is inevitably strictly handicapped in terms of his ability to get to know his staff, their problems and their potentials. But he should be involved periodically, rather than leave it to his middle-level staff. In saying this, I in no way suggest that the role of the intermediary communicators—the plant superintendent or personnel manager or union representative—should be downgraded. On the contrary, the basic inability of senior management ever to get to know enough of the employees in a large bargaining unit makes the function of these communicators not only highly essential but of growing importance.

"The man from senior management can only sweeten relations in the plant by periodically making himself available as a person around the plant. One method is for senior management to participate in labour-management committees. It should pay dividends in an understanding employee-managerial atmosphere, and will assist the union to know "the weight of the man" during contract negotiations.

"Unfortunately, the opportunities for senior management to mix with the employees diminishes as the size of the company increases. The manager should have little difficulty, however, ensuring a measure of personal contact in a unit of up to 200 employees.

"Turning to another area, the responsibility and right of management is to do its best to protect the security of employees, shareholders and itself by making the most effective adjustments to the market in terms of price, production and investment policy. Their collective job security, indeed, often hinges on the ability to make every possible investment in machinery and methods which will increase productivity and thus permit lower selling prices and wider product or service acceptance by the consumer public.

"Management should make a sincere attempt to tell the union of its problems. In particular, management hasn't worked hard enough to educate their employees as to the role of government. I believe this can be done at committee meetings and by occasional articles in the company newspaper."

Domtar Packaging

The labour-management committee at Domtar Packaging Ltd., Corrugated Products Division, Montreal, never forgets. Organized on a formal basis early this year, the committee has set itself guidelines to ensure that no item is fumbled off the agenda, or put on ice.

This is done by a numbering system; each item is given a number when it appears on the agenda. By early fall, the highest number was 61, meaning that 60 items had preceded it onto the agenda since meetings began. It doesn't mean, though, that all 60 had been settled. A few are carried from meeting to meeting, often because a quick answer is physically impossible. But not one has been neglected, since topics at each meeting are discussed in chronological order, with "old" business superseding "new."

Roger Turgeon, Production Manager, explains: "It's to make sure we answer every problem. We know we can't forget something." Before a number, and the question it represents, can be taken off the agenda, he said, it must either be settled to the satisfaction of the committee, or withdrawn by the person who put it there.

Hourly-rated workers are represented by Local 314, International Chemical Workers' Union (AFL-CIO/CLC). Some 280 persons are employed at the plant, which produces corrugated cardboard containers.

The current committee, which features hard-and-fast rules and effective problem-solving discussions, was an improvement on an informal arrangement for meetings used prior to a two-month strike last year. According to Mr. Turgeon, the atmosphere after the strike was conducive to the development of a rationalizing approach to mutual problem areas.

Bernard Boulanger, union representative who supports the committee, says it grew from a "mutual desire to re-establish good co-operation."

Five unionists are on the committee, one elected by fellow workers in four of the five departments. The President of the Local is a permanent member of the committee. Other permanent members are: Mrs. R. F. Petch, personnel officer; Gaston Beauchemin, Production Superintendent, and Mr. Turgeon. Foremen are invited to meetings when discussion centres on their departments. On the average, two foremen attend each meeting.

Both union and management committee members prepare for meetings. Besides looking after old business, they exchange a list of topics one week prior to each meeting, and the two groups do preliminary work on the new items, in order to accomplish as much as possible at the meeting.

Referring to the constructive tone of the meetings, Mr. Turgeon says, "When we are both giving at the same time, it is easier for each party to understand the other's problems." Monthly meetings last about four hours, on company time. They start at 10 a.m. and continue after lunch. Topics handled at a recent session included overtime, installation of new machinery and group insurance.

Roger Robillard, chief union steward, finds that the exchange of ideas at meetings avoids grievances. Léonide Dionne, President of the local, says that the meetings help define management and union responsibilities. A management and a union secretary attend the meetings, and afterwards they compare their minutes, and combine them in a summary that is sent to all employees.

According to Mr. Boulanger, one value of the committee is that it "helps us see what's ahead . . . takes away insecurity." For example, by informing the committee in advance of plans to install new machinery, the company was able to give the union advance information on the possible effects of the new installation on the employees. "The committee," he concludes, "is a buffer that will avoid a lot of grievances."

Job Redesign for Older Workers in the United States

Older Workers' Section
Department of Manpower
and Immigration

"With 40 per cent of the labour force made up of workers 45 years of age and over, redesigning jobs to accommodate the actual capabilities of older workers is attracting increasing interest. It is coming to be recognized both as a practical need under current conditions of shortages of experienced workers, and as an opportunity for translating enlightened social policy into action."

This quotation is from the preface to the report on a study, *Job Redesign for Older Workers—Ten Case Studies*,* which was prepared by the U.S. Bureau of Labor Statistics. It was undertaken as part of the U.S. Department of Labor's program to promote the full use of human resources.

As the physical capabilities of workers decline with age, there are three general ways of approaching the problem. The first is to reassign the worker to a position which makes fewer demands on him, at the same or a lower rate of pay. Reassignment often involves retraining in the new position. The second is to retire the older worker at a full or reduced pension. Early retirement rarely begins before age 55, however, and then usually at a reduced rate. The third is to eliminate those physical or perceptual demands of the job that create stress for the older workers. By modifying equipment or rearranging work flow, older workers can be helped to perform their remaining tasks more easily, and to continue working for the same employer.

The report contains additional information about the experiences of companies that have been successful in redesigning jobs for older workers.

Out of 500 large corporations surveyed in connection with this particular older worker problem, 284 replied. Only a small number indicated that they had redesigned jobs specifically for older workers. Many indicated that they had reassigned older workers to easier jobs, or had set aside specific jobs for older workers. A few organizations retired early those aging workers with declining capacities.

Studies made at plants where job redesign had been introduced led to the following observations:

- jobs are constantly being redesigned to improve efficiency, but only occasionally to adapt the job to the limitations of older workers;
- job redesign for older workers has been incorporated in the operations of both large and small establishments, and in a variety of manufacturing industries producing goods ranging from carpets to aircraft engines;
- job redesign has been applied in a variety of jobs being performed by both unskilled workers and highly skilled craftsmen;
- informal action by foremen or plant managers to modify jobs to suit the capabilities of older workers was more typical; formal programs were not so common;
- job redesign necessitates a change in job content, together with equipment improvement, or a reallocation of duties among workers according to job capacity;
- job redesign for older workers usually entails very little expenditure for new equipment, and scarcely any loss of output due to work interruption;
- job redesign for older workers generally results in improved productivity;
- when job redesign involves mechanization, some older workers are displaced; others are reassigned or retired;
- job redesign, as opposed to reassignment, has some advantages for both the older worker and management;
- wider dissemination of information about job redesign is needed.

Summaries of two of the 10 case studies provided in the report of job redesign projects are as follows:

In the first case study, a man of 54 had operated an electric locomotive crane at a slag plant for most of his 25 years with the company. The crane was old, and to operate it required experience, together with strength and dexterity while standing. The operator developed a painful skin condition, lost strength, and began having trouble standing throughout a full working day. As a result, his work output declined.

Returning to work after almost two years of disablement, the employee applied for his old job. Persons hired to replace him during his absence had not been entirely satisfactory, so the company rehired him and installed pneumatic controls at a cost of about $500. The man was able to remain seated at his job, and he operated the crane at his previous rate of pay.

In the second case study, the output of a group of 20 "top stitch" women workers at a shoe factory, most of whom were over 50 years of age, was declining, and absenteeism and complaints were increasing.

The job required the women to stitch the shoe's lining to the upper leather, and it included selecting the materials from a supply rack, sewing, trimming, and carrying the completed pieces to the next operation. This physical movement demanded a lot of squatting, stooping and bending. The job was eventually reorganized so that two "service workers" were chosen from the group. They did all the moving of materials, leaving the other 18 women to work without interruption. After two months, productivity increased 16 per cent, absenteeism declined, and employee complaints became rare.

*This report is available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, "Job Redesign for Older Workers—Ten Case Studies," U.S. Department of Labor Bulletin No. 1523, price 40¢.

Certification and Other Proceedings

Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for four days during September. It granted three applications for certification, rejected one, ordered four representation votes in certification proceedings, and one vote in revocation proceedings initiated by the Board. It also granted one request for the review of an earlier decision, and allowed the withdrawal of one application for revocation of certification. The Board received 11 applications for certification and one application for revocation of certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians on behalf of a unit of certain employees in the Programming and Operations Departments of the CTV Television Network Limited, Toronto, Ont. (L. G., June, p. 364).

2. *Syndicat des employés de la Banque d'Epargne de la Cité et du District de Montréal* on behalf of a unit of certain employees of the Montreal City and District Savings Bank, Montreal, Que. (L. G., July, p. 416).

3. International Union of Operating Engineers, Local 115, on behalf of a unit of operators and maintenance employees employed on a project at Carmacks, Yukon Territory, by Poole Engineering Company Limited, Edmonton, Alta. (L.G., Nov., p. 698).

Application for Certification Rejected

International Brotherhood of Electrical Workers, applicant, the Bell Telephone Company of Canada, respondent (plant department), and Canadian Telephone Employees' Association, intervener (L. G., Feb., p. 129). (Reasons for Judgment published in L. G. Supplement No. 7, 1967).

Representation Votes (Certification)

1. International Longshoremen's Association, applicant, Clarke Steamship Co. Ltd., Montreal, Que., respondent (L. G., Aug., p. 496), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of the applicant and of the intervener appear on the ballot (Returning Officer: R. L. Fournier).

2. International Union of Operating Engineers, Local 115, applicant, and Western-Freeway Venture, Edmonton, Alta., respondent (project in Y.T.) (L. G., Sept., p. 581) (Returning Officer: D. H. Cameron).

3. Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees' Union, Local 579, applicant, and Pine Point Hotel, Pine Point, N.W.T., respondent (L. G., Sept., p. 581) (Returning Officer: D. H. Cameron).

4. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and J. E. Fortin Transport, Inc., Blackpool, Que., respondent (L. G., Oct., p. 643) (Returning Officer: G. R. Doucet).

Representation Vote (Revocation)

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and the Canadian Broadcasting Corporation, respondent (L. G., Oct., p. 643) (Returning Officer: A. F. Tulloch).

Request for Review Granted

International Association of Machinists and Aerospace Workers (formerly International Association of Machinists), applicant, Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., respondent, and D. A. Robinson, *et al.*, interveners (L. G., Nov., p. 698). The Board granted the request for review by

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

amending a certificate issued to the applicant on August 27, 1948, so as to include in the existing bargaining unit certain technicians and certain clerical employees employed at Vancouver Airport, and lead steward and stewards employed at Montreal Airport. The inclusion of the clerical employees followed a representation vote of these employees to determine their wishes concerning inclusion.

Application for Revocation Withdrawn

Marie Close, *et al.*, applicants, Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., respondent, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union, respondent.

Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed by A. & H. Express Lines Ltd., London, Ont. (Investigating Officer: H. A. Fisher).

2. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of checkers, dock workers and mechanics employed by Midland Superior Express Limited, Rexdale, Ont. (Investigating Officer: H. A. Fisher).

3. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 359, on behalf of a unit of certain employees of Yukon Welding, Whitehorse, Y. T. (Investigating Officer: C. M. Gilmour).

4. United Brotherhood of Carpenters and Joiners of America, Lumber and Sawmill Workers, Local 3012, on behalf of a unit of employees of the Restigouche Log Driving and Boom Company, Campbellton, N.B. (Investigating Officer: D. T. Cochrane).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and other employees of Sicotte Transport Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

6. AM/TV Employees' Association on behalf of a unit of employees of A. A. Murphy & Sons Limited, Saskatoon, Sask., employed at Radio station CFQC and TV station CFQC-TV (Investigating Officer: A. E. Koppel).

7. General Truck Drivers' and Helpers' Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and other employees of Security Storage Division of Motorways Van Lines Ltd., North Vancouver, B.C. (Investigating Officer: C. M. Gilmour).

8. United Steel Workers of America, Local 6536, on behalf of a unit of certain employees of Arctic Mining and Exploration Limited (N.P.L.), Carcross, Y.T. (Investigating Officer: C. M. Gilmour).

9. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of pilots employed by West Coast Air Services Limited, Vancouver Airport, B.C. (Investigating Officer: D. H. Cameron).

10. Beverage Dispensers & Culinary Workers' Union, Local 835, on behalf of a unit of cookhouse employees employed at Clinton Creek, Y.T., by Cordner, Hubert & Bond, Montreal, Que. (Investigating Officer: D. H. Cameron).

11. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by *J. M. Ferland Transport Ltée*, Valcourt, Que. (Investigating Officer: R. L. Fournier).

Application for Revocation Received

Kenneth Eiswerth, *et al.*, applicants, Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent, and Continental Trucking Ltd., Saskatoon, Sask., respondent. The application is for the revocation of the Board's order of July 26, 1966, certifying the respondent union as bargaining agent for a unit of employees of Continental Trucking Ltd. (L. G., Oct. 1966, p. 589).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Conciliation and Other Proceedings

Before the Minister of Labour

Conciliation and Arbitration Branch

During September, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. *Aeronaves de Mexico, S.A.* (Toronto and Montreal Offices) and International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae).

2. Canadian Arsenals Limited, Toronto, Ont., and Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae).

3. Midland Superior Express Limited, North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

4. Robin Hood Flour Mills, Ltd., Port Colborne, Ont., and United Packinghouse, Food and Allied Workers, Local 416 (plant employees) (Conciliation Officer: T. B. McRae).

5. British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

6. National Harbours Board, Churchill, Man., and Public Service Alliance of Canada (Conciliation Officer: A. E. Koppel).

Settlements by Conciliation Officers

1. Continental Explosives Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe) (L.G., Nov., p. 698).

2. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Engineers (Conciliation Officer: C. E. Poirier) (L.G., Sept., p. 581).

3. National Harbours Board, Port of Montreal, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 498).

Conciliation Board Appointed

Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (L.G., Oct., p. 644).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Local 1763, International Association of Machinists and Aerospace Workers (L.G., Nov., p. 699) was fully constituted in September with the appointment of James W. Conway, St. John's, as Chairman. Mr. Conway was appointed by the Minister on the joint recommendation of company nominee Alec Henley and union nominee Boyd A. Rowe, both of St. John's.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Nov., p. 699) was fully constituted in September with the appointment of Roy A. Gallagher, Q.C., Winnipeg, as Chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from company nominee K. G. Houston and union nominee Art Coulter, both of Winnipeg.

Board Reports Received*

1. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and United Steelworkers of America (L.G., Nov., p. 699).

2. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and Local 717, International Association of Machinists and Aerospace Workers (L.G., Nov., p. 699).

Disputes Lapsed

1. Grenier Express Inc., Shawinigan, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 364).

2. Continental Trucking Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Apr., p. 248).

Strike Action

1. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and Local 717, International Association of Machinists and Aerospace Workers (see above).

2. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L.G., Oct., p. 644).

This section covers proceeding under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*Full texts published in L.G. Supplement No. 7, 1967.

Legal Decision Affecting Labour

Ontario High Court has ruled that the operation of a limousine service at a federally owned airport is not within federal jurisdiction in relation to the field of aeronautics.

Legislation Branch

On February 27, 1967, Mr. Justice Donohue of the Ontario High Court held that a limousine service to and from a federally owned airport makes operation of the airport somewhat more orderly, but the airport could function without it. Consequently such a transportation service, not being necessarily incidental to the exercise of federal legislative authority over the field of aeronautics, is not within federal jurisdiction. On the other hand, where part of the operation of a limousine company is interprovincial, its operation would come under federal jurisdiction; but the federal Motor Vehicles Transport Act delegated to the provincial motor vehicle licensing bodies the authority to license buses and trucks carrying on interprovincial business. Consequently the Ontario Transport Board had jurisdiction to issue provincial as well as extraprovincial operating licenses, and the hearing of an application for an extension of such licenses could not be prohibited by an order of prohibition.

Circumstances of Dispute

An application was made for an order of prohibition directed to the Ontario Highway Transport Board to prohibit the Board from proceeding with hearings and from granting an extension of an operating license issued pursuant to the Ontario Public Vehicles Act, and of an extraprovincial operating license issued under the federal Motor Vehicle Transport Act, both held by Air Terminal Transport Limited. The circumstances that led to this application were outlined by Mr. Justice Donohue in his reasons for judgment.

In May 1964, the Air Terminal Transport was granted, by the Ontario Registrar of Motor Vehicles, a public vehicle operating license 1519 to conduct the business of carriage of passengers, their baggage and express freight between: "A. Metropolitan Toronto and Toronto International Airport (Malton); and B. The City of Hamilton and the Toronto International Airport (Malton) including intermediate points."

The same license enables the company, in case of emergency, to carry air passengers and air crew to and from Toronto Airport and to other airports and places in Ontario.

In April 1965, the same company received from the Ontario Registrar of Motor Vehicles an extraprovincial operating license X155 to carry passengers on chartered trips from Toronto Airport to the International Boundary at the Niagara River for additional transport to authorized points in the U.S.A., to carry airline crews to and from the U.S.A.; and, under conditions of emergency, to carry airline passengers and crew from Toronto Airport to the Ontario-Quebec border for further transport to points in Quebec.

The Ontario Transport Board derives its jurisdiction, and powers with respect to the operation of motor vehicles on Ontario highways, under the statutes enacted by the Ontario Legislature—in particular the Public Vehicles Act, the Ontario Highway Transport Board Act, and the Regulations issued under these statutes.

With respect to licensing of vehicles for the transport of passengers on undertakings connecting Ontario with any other province, or extending beyond the limit of Ontario, the Board derives its jurisdiction and functions under the federal Motor Vehicle Transport Act.

Under the Public Vehicles Act, the Ontario Transport Board issues certificates of public necessity and convenience. Regarding the operation of public vehicles on property owned by Her Majesty the Queen in right of Canada, the board does not issue certificates of public necessity or convenience, nor does the Ontario Minister of Transport issue vehicle licenses for such purpose. Consequently the licenses issued to Air Terminal Transport permitted operation of public vehicles on Ontario Highways only up to and from the boundary of the large area occupied by Toronto Airport.

It was noted that Air Terminal Transport holds a lease from the federal Government for the exclusive right and privilege to maintain and operate a limousine and taxi service at the Airport.

In May 1966, Air Terminal Transport gave notice in the Ontario Gazette that it

would apply to the Ontario Transport Board for extension of its said extra-provincial operating license X155 for the following purposes:

to carry charter passengers from Toronto Airport to the U.S.A. border at all border points, and to carry passengers to the U.S.A., entering at any border point to the said Airport and to Metropolitan Toronto;

to carry charter passengers from the said Airport and Metropolitan Toronto to the Ontario-Manitoba border for furtherance to points in Western Canada as authorized, and to carry charter passengers from points in Western Canada as authorized from the Ontario-Manitoba border to the said Airport and Metropolitan Toronto;

to carry passengers to and from points in Quebec to the said Airport and Metropolitan Toronto.

Apparently, the purpose of these extensions was to allow the company greater scope in points of entry and exit to and from the U.S.A., and to allow runs through Ontario to Western Canada and Quebec, and to permit the local departure point and terminus to be Metropolitan Toronto as well as Malton Airport.

In the same item in the Ontario Gazette, Air Terminal Transport gave notice also that it would apply to the Ontario Transport Board for an extension of its license 1519 by deleting the restriction that charter trips be limited to airline passengers from Toronto Airport to points in Ontario, and substituting a provision that charter trips from Toronto Airport and Metropolitan Toronto be restricted.

It appeared to Mr. Justice Donohue that this substitution meant that charter trips would not be permitted from Toronto Airport or Metropolitan Toronto. It could mean also that charter trips might commence at either Toronto Airport or Metropolitan Toronto.

According to the rules and practices established by the Ontario Transport Board, objections to the extension of licenses in the case at bar were filed by four applicants who claimed that they already supplied adequate service, and that public necessity and convenience did not call for extension of the company's licenses.

In June 1966 a hearing began before the Ontario Transport Board with all parties represented by counsel on the question of public necessity or convenience, as it applied to the requested extension of the existing operating licenses of Air Terminal Transport. After hearing 23 witnesses, the Board adjourned the matter to September 12, 1966, and later to October 17, 1966.

On the resumption of hearings on October 17, counsel for Colonial Coach Lines requested that the Board state a case to the Court of Appeal under the provisions of Sec. 19 of the Ontario Highway Transport Board Act on the following questions:

1. Is the jurisdiction to grant authority to carry passengers to and from federal airports within the exclusive jurisdiction of the Government of Canada?

2. Has the Minister of Transport authority to license an undertaking to carry air passengers to and from a federal airport?

3. Had the Minister of Transport authority to issue the existing license of Air Terminal Transport Limited?

4. Is there authority in the Public Vehicles Act, and the regulations pursuant thereto, to grant charter privileges to Air Terminal Transport Limited having regard to the terms of its existing license?

An application was made also for dismissal of the applications of Air Terminal Transport for want of jurisdiction. The Board reserved its decision on both applications, and proceeded to hear the evidence of three more witnesses. Whereupon Colonial Coach Lines Limited, acting on behalf of all the applicants, served the Board with the notice of motion in these proceedings for prohibition. The Board then adjourned the hearing indefinitely.

Question of Jurisdiction

At the hearing before Mr. Justice Donohue, counsel for the applicants argued that, because Air Terminal Transport's business was that of carrying airline passengers and air crew by motor vehicle transport to and from Toronto Airport, which is under the ownership and control of the Government of Canada, such business was included in the field of aeronautics, which comes within federal jurisdiction. Therefore the business of Air Terminal Transport was exclusively within federal jurisdiction and should never have come before Ontario Transport Board.

In support of this argument, counsel relied on the decision of the Supreme Court of Canada in *Reference re Eastern Canada Stevedoring Co. Ltd.* (L. G. 1955, p. 952), in which the court held that the loading and unloading of ships' cargos constituted shipping and that, therefore, the employees of Eastern Stevedoring were subject to the federal Industrial Relations and Disputes Investigation Act. Counsel argued that this operation was analogous to the operation of Air Terminal Transport—namely, the carrying of airline passengers and crew to and from Toronto Airport.

Counsel for the applicants referred to the following statement made by Mr. Justice Rand with regard to the tests of the scope of federal powers as they touch incidentally upon civil rights, when, according to Privy Council decisions, a certain civil right was "truly ancillary" or "necessarily incidental" to federal legislation:

> These phrases assume that legislation on a principal subject matter within an exclusive jurisdiction may include as incidents subordinate matters or elements in other aspects outside that jurisdiction. The instances in which this power has been upheld seem to lead to the conclusion that if the subordinate matter is reasonably required for the purposes of the principal or to prevent embarrassment to the legislation, its inclusion to that extent is legitimate. This may be no more than saying that the incidental has a special aspect related to the principal. Actual necessity need not appear as the contracting-out case shows; it is the appropriateness, on a balance of interests and convenience, to the main subject matter or the legislation.

Using the words of Mr. Justice Rand, counsel for the applicants argued that the transport of airline passengers and crew to and from Toronto Airport is a requirement for its operation.

Mr. Justice Donohue, however, queried whether the operation carried on by Air Terminal Transport was a reasonable requirement for the operation of Toronto Airport. In his view, the transport of airline passengers and crew to and from Toronto Airport by the company in question was not reasonably required by Toronto Airport. He added further that the service rendered by Air Terminal Transport is no doubt a convenience to the public in going to and from the airport, but that the airport could continue to function without this service.

Mr. Justice Donohue noted that Toronto Airport does not operate aircraft, but provides a harbour for aircraft, and facilities for the traveling public. In his view, if there is any duty upon anyone other than the travelers themselves to get to and from the airport, such duty would surely fall upon the airlines who provide the aircraft for the passengers. He noted that the Government of Canada had entered into a lease with Air Terminal Transport to provide service to and from and in the airport, but this was for the convenience of the airlines and their passengers. In his view, such service is not reasonably required by the airport, but it may be reasonably required by the airlines and their passengers.

Mr. Justice Donohue described the services rendered by Air Terminal Transport as of primary benefit to the passengers, secondary benefit to the airlines and tertiary benefit to the airport, in the sense that these services make the operation somewhat more orderly than would be

the case if the airport were jammed with private motor vehicles and taxis.

The conclusion reached by Mr. Justice Donohue was that the operation carried on by Air Terminal Transport was not reasonably required by the federal authority. He stated that, in the Eastern Stevedoring case the connection of the stevedores with the ships was different and closer than the connection that exists between Air Terminal Transport and the operation of Toronto Airport. The stevedores were dockside crew, in port on the ships or the dock for loading and unloading, whereas Air Terminal Transport's employees had no actual connection with the aircraft at Toronto Airport. They simply transported airline passengers and crew, and other persons such as restaurant personnel, to and from Toronto Airport.

In Mr. Justice Donohue's opinion, these services did not make the operation of Air Terminal Transport a part of aeronautics. In the Eastern Stevedoring case, the loading, stowing and unloading of cargo was, in a very real sense, a critical part of the marine trade and practice, whereas the mere transportation of passengers and crew to and from Toronto Airport was neither ancillary nor incidental to aeronautics.

In Mr. Justice Donohue's opinion, the fact that Air Terminal Transport holds a lease from the Government of Canada to operate at Toronto Airport does not enlarge Air Terminal Transport's real function. This lease gives the lessor a measure of control over Air Terminal Transport's operations, but it does not make the company an integral part of the operation of Toronto Airport.

Applying the last sentence of Mr. Justice Rand's decision in the Eastern Stevedoring case quoted earlier, Mr. Justice Donohue concluded that, on a balance of interest and convenience to the main subject-matter or the legislation, the balance of interests and convenience in Air Terminal Transport's operation was heavily in favour of provincial control.

The Winner Case

In the case at bar, a reference was made to the decision of the Judicial Committee of the Privy Council in *A.-G. Ont. et al. v. Winner* (L. G. 1954, p. 559). Counsel for the Ontario Transport Board stated that this case was the starting point for control by the federal authority of bus lines that cross provincial boundaries.

Mr. Justice Donohue noted that, in the Winner case, the ruling of the Judicial Committee of the Privy Council was that, although the provinces had control of the highways within their boundaries, and had authority over them to that extent, nevertheless, in the case of interprovincial undertakings that connect one province with another and extend beyond the limits of a province, the jurisdiction of the federal Government under Sec. 92 (10) (a) of the B.N.A. Act could not be impaired by the general control exerted by the provinces over their own roads.

This decision, which placed interprovincial truck and bus transportation under federal jurisdiction, was followed by the enactment of a federal Motor Vehicle Transport Act, which delegated to provincial motor vehicle licensing bodies the authority to license buses and trucks that carried on interprovincial business. Since then, the courts have held that the employees of interprovincial truck lines are subject to the provisions of the federal law with respect to labour disputes (*Re Tank Truck Transport Limited*—L.G. 1961, p. 159).

Mr. Justice Donohue noted also that the Winner case made it clear that, if part of Winner's operation consisted of interprovincial business, the fact that the company also operated on intraprovincial business did not deprive the undertaking of its interprovincial character.

It was clear in the case at bar that part of the operation of Air Terminal Transport was interprovincial. By applying the principle established in the Winner case, Mr. Justice Donohue was of the opinion that the operation of Air Terminal Transport was within federal authority.

The Murray Hill Case

The applicants in the case at bar referred to the dissenting judgment of Mr. Justice Rinfret in *Murray Hill Limousine Service Limited v. Batson et al.* (L.G. 1965, p. 641). The issue in this case was whether the porters who carried baggage to and from the limousines provided for airline passengers at Dorval Airport were under the jurisdiction of the Quebec Minimum Wage Act.

Mr. Justice Rinfret held that the porters were so closely connected with air travel that they came under federal rather than provincial jurisdiction. With reference to the Eastern Stevedoring case, he found the operation of the porters similar to that of stevedores. But, to reach this conclusion, Mr. Justice Donohue pointed out, Mr. Justice Rinfret had had to divorce the porters from their employer, the limousine company. In other words, in order to consider that the porters were serving the airlines or the aircraft, and thereby bring them within federal jurisdiction, Mr. Justice Rinfret, thought it necessary to separate them from the common carrier.

In the opinion of Mr. Justice Donohue, this dissenting judgment could not be of help to the applicants at bar, because the Murray Hill Limousine Company certainly resembled Air Terminal Transport in their operation. On the other hand, Mr. Justice Donohue noted that, in the same case, Mr. Justice Taschereau held "that the work of the defendant's employees [the porters], as useful as it may be to the airlines and to their passengers, does not form an integral part of aerial transport—no more than do the restaurants, newsstands, beauty salons and bars established in all large airports for the comfort and benefit of travellers."

Mr. Justice Montgomery indicated that he considered the limousine operators and the porters to be outside federal jurisdiction.

Quebec Railway Light Case

In the case at bar, a reference was made to the judgment of the Supreme Court of Canada in *Quebec Railway Light & Power Co. v. Town of Beauport*, (1945) S.C.R. 16, (1945) 1 D.R.L. 145, where the question was whether the tolls to be charged for transportation on buses were controlled by federal or provincial authority. The buses were operated by the company as an extension of its railway services.

The railway company in question had been declared by a federal statute to be a work and undertaking for the general advantage of Canada—and as such, it came under federal jurisdiction. The Court held that, because the buses were part of that work, federal regulations would apply to toll charges on such buses.

Mr. Justice Donohue noted that three judges in this case pointed out that, where an amending federal Act gave the railway power to operate buses subject to all provincial and municipal enactments, this subjective provision would give the province the right to license and regulate traffic.

Mr. Justice Donohue noted that, in the case at bar, the lease between the Government of Canada and Air Terminal Transport made the latter subject to all lawful rules, regulations and bylaws of municipalities and other governing bodies.

Application Dismissed

Mr. Justice Donohue dismissed the application for an order of prohibition to prevent the hearings before the Ontario Highway Transport Board for an extension of operating licenses of Air Terminal Transport, primarily on the ground that, as the Ontario Transport Board had jurisdiction to issue original operating licenses, there were therefore no grounds for persons or companies to object to the extension of these licenses to seek an order of prohibition against the Board.

*Re Colonial Coach Lines Limited et al. and Ontario Highway Transport Board et al.** (1967) 62 D.L.R. (2nd) Part 4, p. 230.

*An appeal from this decision was dismissed by the Ontario Court of Appeal on May 11, 1967.

Employment and Unemployment In September

Employment decreased by 343,000 to 7,511,000 from 7,854,000 between August and September, following the re-opening of schools.

The labour force, at 7,730,000, was 214,000 or 2.8 per cent higher than in September 1966; employment was 200,000 or 2.7 per cent higher than a year ago.

Unemployment decreased by 28,000 during the month, from 247,000 to 219,000, but was 14,000 higher than a year earlier.

Total unemployment in September represented 2.8 per cent of the labour force, compared with 2.7 per cent in September 1966 and 2.5 per cent in September 1965.

Employment

Employment was higher than a year ago in British Columbia, Ontario and Quebec. In the Atlantic and Prairie regions, employment levels showed little or no change over the year.

At 7,511,000, employment in September showed an increase of 200,000 or 2.7 per cent over September 1966. Employment declines were largest in trade (89,000), manufacturing (79,000) and agriculture (70,000). Non-farm employment increased by 168,000, or 2.5 per cent, and was concentrated in the service-producing industries; manufacturing employment was slightly lower than a year earlier; construction employment was unchanged.

During the year, the number of men employed increased by 122,000 or 2.4 per cent. Women's employment was higher by 78,000, or 3.5 per cent, and most of the increase was among married women.

Unemployment

Unemployment, at 219,000, was 18,000 lower than a month ago and 14,000 higher than in September 1966. Of the total unemployed, 162,000, or about 75 per cent, had been out of work for less than four months. Of the remainder, 29,000 had been unemployed for from four to six months, and 28,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions," are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days—instead of the previously requested period of 14 days—to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Insurance Registrations And Other UIC Statistics

On July 31, insurance books or contribution cards had been issued to 4,613,684 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 396,599, an increase of 1,776 since June 30, 1967.

During July, 10,350 investigations were conducted by enforcement officers across Canada. Of these, 8,536 were spot checks of claims to verify the fulfilment of statutory conditions, and 458 were miscellaneous investigations. The remaining 1,356 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 227 cases, 80 against employers and 147 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 411.*

Revenue received by the Unemployment Insurance Fund in July totalled $31,929,763.26 compared with $36,315,-879.86 in June and $37,490,663.13 in July 1966.

Benefits paid in July totalled $17,743,-009.39 compared with $17,837,292.04 in June and $13,661,091.80 in July 1966.

The balance in the Fund on July 31 was $272,388,344.87. On June 30, it was $258,201,591 and on July 31, 1966 it was $178,948,280.82.

*These do not necessarily relate to the investigations conducted during this period.

Wage Schedules Prepared In August

During August, the Department of Labour prepared 298 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 251 contracts in these categories were awarded. In addition, 272 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in August for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	126	$1,055,940.00
Post Office	4	71,774.80
Royal Canadian Mounted Police	4	176,655.60
Transport	8	23,756.20

During August, the sum of $5,137.81 was collected from 10 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 138 workers concerned.

Women's Bureau

Continued from page 748

employee may be suspended from employment.

The Commission makes some interesting comparisons of the status of a female employee who is absent through pregnancy, and general absence due to illness or injury. It concludes that women have a right to special employment protection because of the unique and temporary character of pregnancy. An employer who, because of business demands, cannot permit the position to remain vacant may be justified in filling it; but the Commission recommends that recall lists of pregnant employees be maintained. An employer is not obliged to pay sick pay for pregnancy on the same basis as illness.

With regard to hiring or bidding on jobs, the EEOC takes the position that preference to a male or female employee must depend on a "bona fide occupational qualification," and the Commission has made a number of significant interpretations regarding "bona fide." The preference may not be based on the traditional employment traits of women, such as higher turnover, greater manual dexterity, and the preferences of co-workers or customers. The entertainment field and apparel modelling are cited as legitimate examples of "bona fide" occupational qualifications.

Claimants at End of July Show Little Change Over June Total

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance benefit numbered 246,000 on July 31, which was little changed from the figure of 243,000 on June 30, but 50,000 or 26 per cent more than the total of 196,000 on July 31, 1966. The increase over the past year represents 28 per cent for males and 23 per cent for females.

Male claimants accounted for 60 per cent of the total on each of the three dates. The group on claim for from one to four weeks on July 31, however, comprised 66 per cent men; the group on claim for five weeks or more comprised only 55 per cent men. This pattern is typical at this season of the year.

All provinces except Ontario showed a decrease in the number of claimants between June and July. In Ontario, the number increased by 21 per cent, which consisted of 32 per cent men and 8 per cent women. The Ontario figures are not unusual at this time, and reflect temporary layoffs and annual holiday shutdowns in the automotive and related industries. New Brunswick was the only province that recorded fewer claimants from one year ago. The decrease, however, occurred among the males; the number of female claimants increased.

Initial and Renewal Claims

A total of 102,000 initial and renewal claims were filed in local offices across Canada during July, compared with 89,000 in June and 87,000 one year ago. More than 90 per cent of the claims that were reported on the three dates represented separations from employment during the month.

There were 13,000 more claims filed in July than in June. All provinces except Newfoundland, Nova Scotia, New Brunswick, and British Columbia contributed to this increase. The increase in Ontario, however, exceeded the total increase. The changes in the other provinces were small. Generally, there were more claims filed in July 1967 than in July 1966 except in the Atlantic region.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during July was estimated to be 180,000, compared with 181,000 in June, and 144,200 a year ago. Benefit payments during July amounted to $17.7 million, compared with $17.8 million in June and $13.7 million one year ago. The average weekly payment was $24.64 in July 1967, $24.56 in June 1967, and $23.68 in July 1966.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

	July 1967	*June 1967*	*July 1966*	*Cumulative data 1967: January to July*	*Cumulative data 1967: 12 months ending July*
			(in thousands)		
Insured population as at month-end	—	4,712	4,512	—	—
Initial and renewal claims filed					
Total	102	89	87	1,063	1,710
Initial	66	63	59	790	1,273
Renewal	36	26	28	273	437
Claimants currently reporting to local offices	246	243	196	413*	343*
Beneficiaries (weekly average)	180	182	144	336*	254*
Weeks compensated	720	726	577	10,094	13,120
Benefit paid	$17,743	17,837	13,661	258,064	331,200
Average weekly benefit	$ 24.64	24.56	23.68	25.57	25.24

*Monthly average.

Minimum wage increase urged in Spain

Spain's labour leaders are urging their Government to raise the $1.40-a-day national minimum wage. The appeal was made at a September meeting of the permanent committee of the National Workers Council.

The committee's statement recalled the Government's pledge of a year ago to have annual revisions of the minimum rate. The existing minimum wage was described as "a social injustice."

TUC

Continued from page 746

manufacturers, importers, exporters, financiers and trade unionists—we all have our responsibilities."

The TUC then set aside its complaints about Prime Minister Wilson's economic freeze policies long enough to give the Labour Party a rousing vote of confidence. The delegates' adoption of a resolution reaffirming support for the Labour regime was named by one representative "a partial antidote to some of the poison that has been poured out."

M. B. Seabrook, Union of Shop Distributive and Allied Workers, moved a composite motion deploring the Government's deflationary measures. He said that the decision of Prime Minister Harold Wilson to take overall responsibility for economic affairs showed that, like many trade unionists and others, he was also partly dissatisfied with the Government's current performance. "We entirely reject and resent strongly any suggestion that to be critical is to be disloyal," he said. He had offered the motion, he added, not as an attack but in good faith, as an attempt to get a reorientation of policy.

A further motion called upon the Government to adopt an economic policy with supporting legislation to secure the early abolition of poverty in Britain. It urged the Government to reject the argument that a high level of unemployment was justified.

Britain's trade unions gave cautious backing to the Government's bid for membership in the European Economic Community. The delegates supported a recommendation from the general council "to approve the Government's intention to open negotiations for membership in the Community." A second motion called for guarantees on essential interests before entry. In the short term, said Mr. Woodcock, membership in the organization would be tough; in the long term, it was the only thing that Britain could do. It would have to be made clear that it was fundamental to Britain's entry that there should be transitional periods.

Decisions of the Umpire

Under the Unemployment Insurance Act

CUB 2704

The appellant, who was employed as a rackman at an oil refinery, was suspended by his employer for refusing to handle "hot" products. His appeal was taken as representing also the claims of other employees involved in the dispute.

The refusal to handle products was connected with a labour dispute involving another oil company where the employees, also members of the Oil, Chemical and Atomic Workers' International Union, were on strike. Members of the union had voted in favour of a strike, but no strike date had been set.

Before the strike started, the union demanded that the employer stop supplying petroleum products to the other company, where a strike was in progress. The employer refused on the ground that he had a legal and binding contract to supply the products.

On two consecutive days, first the claimant and then another employee refused to load products destined for the other oil company. The employer temporarily suspended both employees for failing to perform their normal duties. The union then delivered an ultimatum to the employer to the effect that unless the suspensions were rescinded immediately, strike action would be taken that day. When the employer refused, the rest of the refinery workers walked off their jobs, and a picket line was set up.

Before going on strike, the union offered to close down the plant in an orderly manner, but the employer refused the offer, as he was prepared to maintain production. The union responded by setting up pickets at the company's marketing plant, which was a separate establishment. This picket line was later removed by a court injunction.

The employer stated that the marketing division was completely separate administratively from the refinery and that this arrangement was common in the industry. It, too, was negotiating for renewal of a collective agreement with the same union.

Before the strike, the bargaining unit at the refinery included 137 workers. Managerial, supervisory, administrative and technical personnel totalled 53. When the refinery workers walked off the job, these 53 persons took over the operation of the refinery, assisted by 10 persons, such as technical experts and engineers, brought in from various parts of Canada.

An official of the company informed the local office that, before the strike, processing averaged 19,000 barrels of crude oil a day, and that, after the strike, it continued to produce at the pre-strike level. The submission prepared by the insurance officer for the board of referees said in part:

> Various reasons account for this performance. Only services essential to the production process are being performed. For example, of the 137 men on strike, 48 are employed in the maintenance category. A large proportion of the normal maintenance has gone by the board since the strike. Those persons remaining at work are, of necessity, working longer hours, and are maintaining a work schedule of 12-hour shifts, rather than the usual eight-hour shift.
>
> Another important factor is the highly automated nature of the refinery itself. This is a modern up-to-date installation, and has the latest electronic refinements and controls possible. A percentage of the staff is living on the premises, and having their meals there. Some of the personnel are on 24-hour call . . . . For the foreseeable future, the present production schedule could be maintained.

On November 5, the claimant was notified that he had been disqualified from October 17 until termination of the work stoppage, because, according to the Act, he had lost his employment through a work stoppage attributable to a labour dispute.

The claimant next made an appeal to a board of referees, and this was followed by a letter from the union stating that the claimant was appealing on behalf of the striking members, and that his appeal was representative. A majority of the board upheld the decision of the insurance officer.

The case turned on the question of whether or not there had been a stoppage of work at the refinery, within the meaning of the Act. The claimant contended that there had not.

After reviewing the progress of the dispute at the refinery, the board went on to say, "Section 63 is the relevant section of the Act concerning this matter. The important part of the section is whether there was a stoppage of the work attributable to the labour dispute at the refinery. The board has given careful consideration to the phrase 'stoppage of work'. There is no question that production was maintained."

But after going over the various methods by which this had been accomplished, as described in the quotation from the insurance officer's statement, the board said, "The majority of the board is of

opinion that this work schedule could not have kept on indefinitely, and that, although production was maintained, all of the functions of the refinery must be considered in deciding whether there was in fact a stoppage of work. It is difficult to believe that all the supervisory staff could or would have continued working under these conditions for an indefinite period. Accordingly, the majority of the board holds that there was a stoppage of work within the meaning of the Act . . . . There is no question that the work stoppage was attributable to a labour dispute and that the claimant belonged to and supported the class of employees involved in same."

The board accordingly sustained the decision of the insurance officer and disallowed the appeal.

The one dissenting member of the board emphasized that the employer had admitted to no loss of production as a result of the dispute. "It is generally considered as a rule of thumb that, where there is a strike due to a labour dispute, accompanied by a stoppage of work, the stoppage is considered terminated . . . when production and normal operations reach 85 per cent. It is my opinion that on these grounds, the matter before the board cannot be considered a stoppage of work."

The dissenting member went on to link the case with "the broad question of automation and redundancy, as was in fact the main point of contention in this national dispute in the oil industry," and he appeared to think that carrying on production in the plant with a reduced work force might, in some circumstances, become permanent, in which case it was "inconceivable that the [employees] could be denied benefits forever."

In a memorandum, the regional claims officer said that the disqualifications imposed on the claimant had been removed, effective December 13, the date on which the strikers returned to work at the refinery after a new collective agreement had been signed.

The claimant's appeal to the Umpire was based on the following grounds:

- there never had been a stoppage of work at the refinery;
- the board of referees had failed to prove that there had been a stoppage "by either letter or spirit of the Act;"
- "our ability to prove that production and normal activity of refinery . . . was maintained by persons for entire duration of strike;" and
- "statements suggesting production could be maintained indefinitely suggest permanent replacement of refinery employees."

In a statement of observations, the insurance officer pointed out that, considering the amount of maintenance and "other work not immediately essential to maintain the required output" that was left undone during the strike, "considerably more than an appreciable part of the normal work of the refinery" was stopped by the strike. He said also that production was maintained during the strike "through improvised arrangements of a temporary nature, and not by means of permanent rearrangement of the refinery operation nor by replacement of the strikers intended to take away their jobs. On the contrary, the jobs of the strikers remained in existence throughout the duration of the strike, as clearly evidenced by the return of the strikers to work, without loss of previously acquired service and seniority rights as employees, after settlement of the dispute."

The officer cited CUBs 1035 (L.G. 1954, p. 1031) and 1148 (L.G. 1955, p. 848) in support of a statement that "Canadian jurisprudence has constantly held that a stoppage of work means not only the cessation of the worker's labour, but also the cessation or appreciable reduction of the work normally or habitually carried on in the . . . premises where the worker was employed." He also cited CUBs 1682 (L.G. 1959, p. 1324) and 1937, as showing that "Canadian jurisprudence has also held that improvised operations of a temporary nature are insufficient to render the stoppage of work a non-appreciable one."

Considerations and Conclusions

The Umpire said that the appeal was based solely on the contention that since no stoppage of production took place, the board of referees had "failed to prove that there was a stoppage of work by either letter or spirit of the Act."

He said that the "work" at the plant included all of the work normally being done by the total regular staff of 190 employees. It was apparent that the employer could, by the various devices that had been resorted to during the strike, maintain output with a greatly reduced work force. But "a stoppage of work would still exist . . . by reason of the very fact that a considerable amount of the technical and maintenance work normally done at the plant was not being done."

The question to be examined, therefore, was whether "that was the situation in the case before me, and this is a question of fact." After recapitulating the findings of fact of the board of referees in the case, the Umpire said, "Therefore, it cannot be said that a substantial amount of the normal work and normal working conditions had been achieved when the strike was settled on or about December 11, 1965."

In view of the foregoing, the Umpire found that the claimant had lost his employment "by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed," and that, "in the absence of proof that he was not directly interested in the dispute, he was rightly disqualified from receiving benefit."

In consequence, the Umpire disallowed the appeal, and he added that the decision would apply to all the claimants included in the case.

CUB 2705

This decision is closely related to CUB 2704, so it is not being summarized. Only the main differences will be cited.

The dispute in this case was at the marketing division of the same company whose refinery employees were on strike; but there was no strike at the marketing division. The claimant was one of 13 truck drivers at that division who were suspended when they refused to handle "hot" products from the refinery while the strike there was going on. Of the 61 employees at the marketing division, only two garagemen and a mechanic, besides the 13 truck drivers, did not return to work when the picket line at the marketing division was removed on October 21 in conformity with the injunction. The garagemen and the mechanic had returned to work by November 9, leaving only the 13 truck drivers still suspended. Some 21 other truck drivers did not take part in the refusal to work.

According to statements contained in the decision of the board of referees, the company arranged for loaded trucks to be taken outside the picket line at the refinery, and the marketing division employees were then to take delivery of the trucks. The claimant refused to do so. In order to maintain service to its city customers during the strike, the company hired independent trucks, which were supplied with drivers. The company's own trucks remained idle during a substantial portion of the strike, and the hours of the drivers who did work were adjusted.

The Umpire's reasoning in the case was similar to that in CUB 2704. After citing the decision in CUB 1682, he said that it was "clear that it was not the employer's intention to make this a permanent change in the marketing operation. This is shown by the employer's action . . . in warning the strikers that if they did not return to work . . . the temporary arrangements would, in effect, be made permanent. Conversely, there is no evidence to the effect that the employees' loss of employment was at any time a complete and permanent separation from their employment. In fact, they returned to work."

He held that there had been an appreciable stoppage of work, and he dismissed the appeal.

Canadian Railway Office of Arbitration

Releases Decisions in Five Disputes

Five separate disputes were dealt with by the Canadian Railway Office of Arbitration at a hearing in Montreal on September 11. They concerned: the interpretation and application of three articles of the collective agreement; a steward and crew's claim for rest period pay; an engineer's disobedience; a claim for removal of discipline and compensation for time lost; and the refusal of the company to appoint a foreman for two carpenters.

The arbitrator allowed two claims and disallowed three.

Summaries of the five cases, Nos. 74 to 78 inclusive, follow:

CASE NO. 74

Dispute between the Canadian Pacific Railway Company (SD & PC Department) and the Brotherhood of Railroad Trainmen over the interpretation and application of three articles of the collective agreement.

A steward and his crew were on a train that had been delayed 12 hours and 40 minutes. When they arrived at their home depot, they were asked to report four days later for their next regularly assigned trip. Considering that they had been required to work during normal layover time, they each filed a claim for eight hours at time and one half. The company rejected their claims.

The brotherhood contended that the company's rejection was a violation of an article of the collective agreement, that states:

"A regularly assigned employee called from layover for road service will be paid for time worked during layover at one and one half times the basic hourly rate, with a minimum payment of eight hours. This payment will be separate and apart from his quarterly guarantee. . . ."

The posting had indicated a layover of four days. The train had arrived on June 6 at 6.45 a.m. instead of the time it was due to arrive—June 5 at 5.45 p.m. The brotherhood used the interpretation of "days" as outlined in the Canada Labour (Standards) Code—meaning any 24-hour period —to support their argument that the crew was entitled to layover time estimated at 31 hours and 15 minutes.

They also quoted an article under "Hours of Service," reading "Time will be computed as continuous from time required to report for duty at a designated terminal until released at other designated terminal subject to deductions for rest periods en route and at turnaround points. No deductions for release time less than 2 hours will be made."

The brotherhood protested that the company had digressed from established practice in not specifying layover time in hours and minutes, rather than the undefined term "days."

The company based their argument for non-payment on an article of the agreement reading: "In regular assignments, time worked in excess of the normal Operating Schedule due to late arrival of trains, up to 576 hours in a Quarter effective June 1, 1967 . . . will constitute part of the regular assignment."

They argued that if a regularly assigned employee is scheduled to work 576 hours or more in a quarter, and works additional time because of a late arrival, he would be paid at one and one half his basic hourly rate in accordance with an article that reads: "Time worked in excess of 576 straight time hours . . . will be paid for at one and one half times the basic hourly rate on the first payroll following the end of the Quarter."

The claim submitted by the brotherhood represented a request for time and one half for late arrival, as well as a penalty for loss of layover. The company pointed out that none of the articles quoted at the hearing made any provision for payment of lost layover due to the late arrival of a train.

They also pointed out that before the first article quoted by the brotherhood became operative, layover would have to be started and the employee called to perform road service before his next scheduled reporting time.

The arbitrator said that there was nothing in the collective agreement to prevent the company's describing layover time by the term "days." And after studying the first article quoted by the brotherhood, he was convinced that its purpose was to provide for a call for road service during a layover period. He said also it was clear that the parties had specifically provided for payment for time worked in excess of the normal operating schedule due to late arrival of trains, and that the granting of this claim would result in "a pyramiding of benefits without specific authorization."

He quoted another judge's decision in a preceding case. "If a contract is open to two interpretations and one interpretation involves pyramiding of overtime and the other interpretation does not involve [it], a Board of Arbitration, in the absence of specific wording in the contract, should accept the interpretation which does not provide for the additional penalty payment. . . ."

The arbitrator found that the claimants were paid in accordance with the existing provisions of the agreement.

CASE NO. 75

Dispute between the Canadian Pacific Railway Company (SD & PC Department) and the Brotherhood of Railroad Trainmen over the claim of a steward and crew for eight hours' pay for their rest period.

A steward and his crew arrived on a delayed train and submitted a claim for eight hours' pay for the rest period, 7 p.m. to 6 a.m. Had the train been on time, it would have arrived at 5.45 p.m. on the preceding day.

The company deducted fifteen hours' rest from the total elapsed time—seven hours for the first night, and eight hours for the second night. The brotherhood contended that only seven hours should have been deducted, as this is the amount shown in the operating schedule, and that the company was violating an article of the agreement.

The problem centred on whether the information contained in the operation schedule on rest periods en route would take precedence over what the company claimed was the governing provision in a second article of the agreement.

A review of the operation schedule showed that the crew was required to report for the first train at 10:45 a.m., but that it did not arrive until 10:10 p.m. The crew was under pay for the full 11 hours and 25 minutes of this interval. The schedule also called for 23 hours and 20 minutes for time on duty on the return trip, but because of the late arrival of the first train and the consequent late arrival of the second train, the crew was actually paid for 28 hours, less rest periods en route, in accordance with the first article of the agreement.

The schedule showed only one rest period en route for the first night, but because of the delay, a deduction of eight hours' rest was made for the second night.

The brotherhood claimed that the operation schedules were not as, claimed by the company, "of a general nature," and that they must be specific in all details in order that an employee will know the conditions of the assignment before bidding for it. They contended that, once the operation schedules are assigned, the conditions of the assignments are binding on both the employees and the company.

The article quoted by the company placed no limitation on deduction for rest en route; but in the article quoted by the brotherhood, authority for such a deduction is clearly outlined. It reads: "Where overnight travel is involved, a maximum of eight hours may be deducted for rest between the hours of 10 p.m. and 6 a.m. . . . ."

The arbitrator pointed out that the operation schedule's reference to a rest period of one night was obviously based on the assumption that the train would run on schedule. The question to be answered, he said, was whether there was anything in the article quoted by the brotherhood to provide for an additional rest period if the train is late. "I can find nothing to that effect," he said.

The key words in the article quoted by the company were, "where overnight travel is involved," and the arbitrator said that this is clear language that must prevail over and above anything contained in an operation schedule. He therefore found that the crew were paid in accordance with the existing provisions of the agreement.

CASE NO. 76

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Engineers over removal of 15 demerits from an engineer's record for failing to follow a superintendent's instructions.

At the official investigation, the engineer said he had train orders that authorized the movement of his train from one terminal to another, but that en route the conductor told him that the crew would like to rest because they had been on duty for 12 hours. The train was then moved to a siding until 7:00 a.m. the next morning. Two overdue trains were expected at the station near the siding.

A superintendent telephoned the engineer to tell him that the conductor had refused to copy a train order to cover the movement of the train to its destination and he instructed the engineer to proceed under a flagging arrangement between the conductor and the dispatcher. The engineer refused on the grounds that without written orders to proceed, the proposed flagging arrangement was illegal.

The brotherhood contended that the company had violated an article of the collective agreement. They said that the engineer did not commit a disciplinary offence and that he was kept from work unnecessarily in connection with the investigation. The company refused to remove the discipline and reimburse the engineer, either for time lost or time occupied in returning to his home terminal.

The brotherhood contended that, under the uniform code concerning the flagging for trains, no provision was made for verbal flagging. Its last paragraph states: "Conductors and enginemen are responsible for the protection of their trains."

The brotherhood referred also to another rule, which states: "Conductors, enginemen and pilots . . . are responsible for the safety of their trains and the observance of the rules, and under conditions not provided for by the rules, must take every precaution for protection . . . ."

In addition, the brotherhood also quoted a third rule that they believed applicable: "In case of doubt or uncertainty, the safe course must be taken." The safe course, in their opinion, was to remain on the siding where the train was fully protected. They further contended that the engineer was brought into the dispute unnecessarily, and that he had not committed any offence, but had carried out his duties according to the rules.

The company contended that the engineer was fully aware that the train order the conductor had refused to copy had been issued to the two overdue trains, and that it gave his train the right to proceed to its objective terminal. In addition, it argued that the engineer was aware that the dispatcher, with the full authority of the superintendent and the chief dispatcher of the division, was responsible for holding the two trains until the train arrived at its destination. Therefore, it was unrealistic to suggest any "doubt" or "uncertainty" or necessity for "precaution."

The arbitrator said that, although insubordination, or failure to comply with a reasonable order from proper authority, must be viewed seriously, there were circumstances in this situation that made the engineer's action justified.

He quoted one of the rules of the Uniform Code that reads: "For movements requiring their use, train orders will be issued by authority and over the signature of the superintendent or designated train dispatchers, and only contain information or instructions essential to such movements."

Another rule he quoted reads: "Conductors, enginemen and pilots are responsible for the safety of their trains and the observance of the rules, and under conditions not provided for by the rules must take every precaution for protection. This does not relieve other employees of their responsibility under the rules."

He said that the company failed to take into consideration the circumstances that created the situation. It was stated that the administrative staff knew about the situation eight hours before the crisis, and that they had done nothing to arrange for the proper movement of the train to comply with the rules.

The arbitrator believed that there was no mischievous intent in the general refusal to proceed as described. He said that it was apparent that all members of the crew had qualms about their own safety, and protection of the company's property. They believed they were placing themselves in an untenable position by failing to have written orders in their possession. The arbitrator pointed out further that, had the crew on either of the two overdue trains misunderstood or neglected to comply properly with the holding instructions, and an accident had occurred, the engineer would have had to depend on verbal instructions to justify his position. This was not the protection contemplated for him under the rule, the arbitrator said. He found that the demerits against the engineer

should be expunged from the record and that, "having been found blameless," the engineer should be reimbursed for time lost as a result of the investigation.

CASE NO. 77

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Maintenance of Way Employees over claim for removal of discipline, and compensation for time lost for 13 extra gang labourers.

Thirteen extra gang labourers were asked by an extra gang foreman to work one additional hour one day and nine hours the next day, but they refused. They were held out of service and subsequently given 40 demerits.

The brotherhood claimed that the men were entitled to "a fair and impartial hearing" as provided under a section of the wage agreement, which reads: "An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided [that] written request is presented to his immediate supervisor within ten days of date of advice of discipline, and the hearing shall be granted within ten days thereafter." They asked for cancellation of the discipline and payment for the time the men were held from service.

The company pointed out that the 13 gang labourers had been instructed to report for investigation on May 11, but instead of reporting, had appeared for work. When they were not allowed to work, they reported to the roadmaster for the investigation the next day. The investigation was conducted by the division engineer in the presence of the men and their local chairman.

During the investigation, the men admitted that they had refused to work the extra hours. They were then assessed 40 demerits for failing to report for the first investigation and for refusing to work. Five of the men requested, in writing, "a fair and impartial hearing," but were told that they had already received it. The men had particularly objected to the absence of the foreman at the investigation, because they had wanted the opportunity to question him.

The arbitrator believed that the company failed to comply with the requirements of the wage agreement. He said that the request made by the five employees should have been granted within 10 days. The requirement, he said, was mandatory, and it was not up to the company to decide that the previous investigation conducted by the regional engineer was "fair and impartial." When the employees and their representatives had not agreed, their request for another hearing should have been granted.

For these reasons, the arbitrator found that the case had to be remitted to the company to comply with the brotherhood's request for "a fair and impartial hearing." He concluded: "The date for this hearing should be set by the company within ten days from receipt of this judgment, unless the parties mutually agree otherwise."

CASE NO. 78

Dispute between the Canadian National Railways and the Brotherhood of Maintenance of Way Employees over refusal of the company to appoint a bridge and building foreman to supervise certain employees.

The brotherhood claimed that the company violated a section of the wage agreement by refusing to establish the position of a bridge and building foreman to supervise part of the activities at Central Station in Montreal.

The section of the agreement that concerned the brotherhood was the one outlining the composition of a B. and B. gang. It stated that a gang made up of carpenters, bridgemen and bridge and building gang labourers should include a foreman.

The company revealed that only two carpenters were among those employed at the station. They contended that the cabinet makers in the group, although carpenters by trade, were highly skilled craftsmen and formed no part of a B. and B. gang. They further contended that the employees in question did not function as "a gang," but were assigned singly, in pairs, or as required, to scattered locations around the city.

The arbitrator concluded that a foreman was not needed to supervise two carpenters. The provision mentioned by the brotherhood only applied to a bridge and building gang.

The application was therefore disallowed.

Publications Received in the Department of Labour Library

List No. 225

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. MANITOBA. DEPARTMENT OF LABOUR. LABOUR RESEARCH DIVISION. *Annual Wage and Salary Survey, 1966, Reflecting Rates Contained in Final September Payroll.* Winnipeg, 1967. Pp. 139.

2. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-eighth Annual Report, 1966.* St. John, 1967. Pp. 34.

3. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1966.* Halifax, Queen's Printer, 1967. Pp. 37.

4. QUEBEC (PROVINCE) MINISTÈRE DU TRAVAIL. *Rapport annuel, 1965/66.* Québec, Imprimeur de la Reine [1967 ?] Pp. 177.

5. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-seventh Annual Report of the Calendar Year 1966.* Regina, Queen's Printer, 1967. Pp. 28.

6. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1967 Joint Economic Report; Report of the Joint Economic Committee, Congress of the United States on the January 1967 Economic Report of the President; together with Statement of Committee Agreement, Minority and Other Views.* Washington, GPO, 1967. Pp. 107.

7. U.S. DEPARTMENT OF LABOR. *Fifty-fourth Annual Report, Fiscal year 1966.* Washington, GPO, 1967. Pp. 213.

Automation

8. KINGSTON, ONT. QUEEN'S UNIVERSITY, SCHOOL OF BUSINESS. STUDENTS OF THE UNDERGRADUATE SCHOOL OF BUSINESS. *The Commerceman, 1967. Feature: The Computer.* Kingston, 1967. Pp. 53.

Contents: Digital computers—in retrospect [by] Beatrice H. Worsley. Computers—present and future [by] Clifford N. Downing. Job opportunities in the computer age [by] George Forrester. Computers and operations research—new dimensions [by] C. E. Law. Effect of computers on operational research [by] John W. Abrams. Investment analysis and the computer [by] H. E. C. Schalman. The computer, the university and the future [by] W. R. Blackmore. Commerce at Queen's, a professional student society [by] Barry F. LeRoy.

9. NOVA SCOTIA JOINT LABOUR-MANAGEMENT STUDY COMMITTEE. SUB-COMMITTEE ON AUTOMATION AND THE DISPLACED WORKER. *Automation and Worker Displacement: Part 1, The Impact of Change within a Company, and Part 2, The Impact of Change within a Community, adopted by Nova Scotia Joint Labour-Management Study Conference, 1964, 1965, 1966.* Halifax, Institute of Public Affairs, Dalhousie University, 1966. Pp. [34].

Part 1 titled *The Impact of Change Within a Company* was previously issued as current publication no. 38 of the Institute of Public Affairs, Dalhousie University.

"A study made by a sub-committee of the Nova Scotia Joint Labour-Management Study Committee, in co-operation with the Nova Scotia Voluntary Planning Board, as a contribution to joint research being undertaken by the Economic Council of Canada, the Nova Scotia Voluntary Planning Board, the Ontario Economic Council and the Conseil d'Orientation Economique du Québec."

First part known as the Nova Scotia Labour-Management Agreement on Automation.

"This two-part set of principles and guidelines regarding automation and worker displacement is a major outcome of the continuing program of labour-management study and communication in Nova Scotia since early 1962."

10. SEMINAR ON THE LABOUR PROBLEMS RESULTING FROM AUTOMATION AND TECHNOLOGICAL CHANGES ON SHIPBOARD, ELSINORE, DENMARK, 1965. *Automation on Shipboard; Proceedings of a Seminar held at Elsinore, Denmark, by the International Institute for Labour Studies, 13-21, September 1965.* Edited by George J. Bonwick; with a foreword by R. W. Cox. London, Macmillan; New York, St. Martin's Press, 1967. Pp. xii, 127.

The Seminar considered "the extent to which new technology was being applied to ships, and the consequences it would have on the employment and working conditions of seafarers."

Business

11. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Dry-cleaning Business,* by Noel Grady. Washington, GPO, 1966. Pp. 80.

Provides such information as deciding where to set up business, choosing the market, what services to offer, the plant and its operation, prices to charge, how to get and keep customers, the necessary financial records to keep, and, where to get more information.

12. WINGATE, JOHN W. *Small Store Planning for Growth,* by John W. Wingate [and] Seymour Helfant. Washington, GPO, 1966. Pp. 99.

Contents: Elements of sound growth. Planning. Organizing, staffing, co-ordinating, supervising, and controlling. Physical expansion. Financing growth and expansion, Merchandising.

Sharpening the tools of sales promotion. Voluntary co-operation and joint action.

Collective Bargaining

13. JONES, KEN. *Productivity Bargaining* [by] Ken Jones [and] John Golding. London, Fabian Society, 1966. Pp. [39].

"The prime purpose of productivity bargaining is to raise labour productivity and lower unit labour costs." This pamphlet briefly describes productivity bargaining agreements showing some of the advantages and disadvantages of them.

14. LUDOLF, GORDON WILLIAM. *Pattern Bargaining in the Rubber Industry*. Ann Arbor, Mich., University Microfilms, 1967. Pp. 173.

Thesis (Ph.D.)—Ohio State University, 1964.

"This 'O-P book' is an authorized reprint of the original edition, produced by Microfilm-xerography by University Microfilms, Ann Arbor, Michigan, 1967."

15. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Collective Agreement Survey*. Halifax, 1966. Pp. 83.

"This survey analyses the provisions of 250 collective agreements on file with the Nova Scotia Department of Labour as of August 1966."

16. QUINET, FELIX. *Collective Agreement Provisions Regarding Technological Changes; [Address to] 33rd Convention of the French Canadian Association for the Advancement of Sciences, University of Montreal, November 1965. (Translation).* [Ottawa, Canada Dept. of Labour, Economics and Research Branch? 1965] Pp. 18.

Published in *Industrial Relations*, July 1966, p. 370-380.

17. QUINET, FELIX. *The Need for Analyzing Collective Agreements in Canada; Remarks Presented to the Industrial Relations Research Association, Montreal Chapter, January 30, 1967.* [Ottawa, Canada Dept. of Labour, Economics and Research Branch? 1967] Pp. 17.

18. QUINET, FELIX. *Technological Innovations and Collective Bargaining; A Paper presented to Faculty Members and Students, Department of Business Administration, Laurentian University, Sudbury, Ontario, March 8, 1967.* [Ottawa, Canada Dept. of Labour, Economics and Research Branch? 1967] Pp. 17.

Economic Conditions

19. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *The South Coastal Region, Including the Sunshine Coast, Howe Sound and Pemberton Valley, and Economic Survey, February 1967*. Victoria, 1967. Pp. 112.

Contents: Summary. Economic history. Forestry. Mining. Agriculture. Commercial fisheries. Manufacturing. Transportation. Commercial and public services. Recreation and tourist potential.

20. DALES, JOHN HARKNESS. *The Protective Tariff in Canada's Development; Eight Essays on Trade and Tariffs when Factors move, with Special Reference to Canadian Protectionism, 1870-1955*. Toronto, University of Toronto Press, c1966. Pp. v, 168.

(Canadian university paperbooks, 58)

Contents: Comparative advantage and factor mobility. The cost of protectionism with high international mobility of factors. On the high cost of maintaining a tariff. Comparing the Canadian and American economies. Canadian protection in American perspective. The role of the tariff in Canadian development. Canada's national policies. On size and scale.

21. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Main Economic Indicators, Historical Statistics, 1955-1964. Principaux indicateurs économiques, statistiques rétrospectives, 1955-1964*. Paris, 1966. Pp. 459.

"This volume is the second to appear in a series of handbooks of historical statistics designed as companions to the OECD monthly bulletin *Main Economic Indicators*."

The first volume in the series was *Industrial Production, Historical Statistics, 1955-1964*.

Text in English and French.

Income

22. CHERNICK, SIDNEY E. *Inter-regional Disparities in Income*. Ottawa, Queen's Printer, 1966. Pp. 91.

Partial contents: Inter-regional distribution of income. Variations in income components. Sub-regional income distribution. Inter-regional dispersion of real income. International comparisons. Income and population growth.

23. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *Prices and Incomes Standstill: Period of Severe Restraint*. London, HMSO, 1967. Pp. [10].

"Presented to Parliament by the First Secretary of State and Secretary of State for Economic Affairs."

On explanation of the need for a standstill on prices and incomes and criteria to be followed in setting a policy.

24. THEOBALD, ROBERT, Ed. *The Guaranteed Income: Next Step in Economic Evolution?* [1st ed] Garden City, N.Y., Doubleday, 1966. Pp. 233.

Each of ten contributors, and each a specialist in his own field, writes about the concept of a guaranteed income from his own point of view.

Industrial Relations

25. GROSS, EDWARD. *Industry and Social Life*. Dubuque, Iowa, W.C. Brown Co., 1965. Pp. xii, 172.

Concerns the social aspects of industrial relations, including such matters as work and leisure, management of industry, industry and the community, career selection, formal relations at work, labour as a social movement, job satisfaction, etc.

26. WITNEY, FRED. *Labor Policy and Practices in Spain; A Study of Employer-Employee Relations under the Franco Regime*. New York, F. A. Praeger, 1965. Pp. 103.

Contents: Blueprint for Spain's labor policy. The Spanish syndical organization. Right to strike and minimum labor standards. Collective bargaining: Spanish style. Evaluation of the Spanish bargaining system. Spain's labor policy: Conclusions.

International Institute for Labour Studies

27. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Bulletin No. 2, February 1967*. Geneva, 1967. Pp. 142.

Partial contents: The planning and cost-benefit analysis of social investments [by] Norman Scott. Towards a framework for analysing the costs and benefits of labour migration [by] Norman Scott. Workers' participation in management [by] Robert W. Cox, Kenneth F. Walker and L. G. de Bellecombe.

28. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *International Institute for Labour Studies*. Geneva, 1966, Pp. 20.

The Institute, located in Geneva, was created in 1960 by the International Labour Organization "for the scientific study of labour problems, through research and education." By means of pictures as well as text, this booklet explains the work of the Institute.

Labour Laws and Legislation

29. CANADA. PARLIAMENT. HOUSE OF COMMONS. STANDING COMMITTEE ON LABOUR AND EMPLOYMENT, 1966. *Minutes of Proceedings and Evidence.* No. 1-10. Ottawa, Queen's Printer, 1966.

Georges Lachance, chairman.

Nos. 1 to 4 deal with Bill no. C-2, an Act to amend the Fair Wages and Hours of Labour Act; Nos. 5 to 10 deal with Bill S-35, an Act respecting the Prevention of Employment Injury in Federal Works, Undertakings and Businesses.

30. GEYSEN, RAYMOND. *Jurisprudence du travail (1961-1965) avec notes critiques.* Bruxelles, F. Larcier, 1966. Pp. 687.

Texte en français et en flamand.

L'auteur est Directeur de la "Revue de droit social" et président de la jurisdiction d'appel du travail à Anvers.

31. SALIK, RICHARD L., Comp. *A Digest of Provincial Labor Laws Governing Municipal and Provincial Employees in Canada.* Chicago, 1966. Pp. 107.

Deals with the principal features of legislation governing labour relations in municipal and provincial governments in Canada. It permits comparison of the 10 provinces.

32. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Saskatchewan Labour Legislation.* April, 1967. Regina, 1967. Pp. 118.

33. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Brazil.* Washington, GPO, 1967. Pp. 80.

Labour Organization

34. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The ICFTU: What it is; How it works; What it does.* 5th ed. Brussels, 1965. Pp. 28.

35. NOYES, P. H. *Organization and Revolution; Working-Class Associations in the German Revolutions of 1848-1849.* Princeton, N.J., Princeton University Press, 1966. Pp. 434.

"The book represents a revised version, reduced in size and expanded in scope, of a doctoral thesis submitted to the University of Oxford."

This is the first full-length study in English of the German workers' movement in the revolution of 1848-1849. The book describes "the development and disintegration of the working-class forces behind the revolution."

Labouring Classes

36. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Employers' Guide; Procedures for reporting Occupational Accidents and Diseases under the Government Employees Compensation Act.* Ottawa, 1967. Pp. 11.

37. GALENSON, WALTER. *A Primer on Employment and Wages.* New York, Random House 1966. Pp. 146.

Contents: the labor force. The wage system. The role of trade unions. The supply and demand of labor to the firm. Wages, employment, and inflation. Who are the unemployed? Analytical aspects of unemployment. The attack on unemployment and poverty.

38. ONTARIO ECONOMIC COUNCIL. *Skill Acceleration; Eighteen Growth Companies Explain How They develop Extra Employee Skillpower.* Toronto, 1967. Pp. 84.

Published in association with the Ontario Departments of Education and Labour.

39. PERRY, GEORGE LEWIS. *Unemployment, Money Wage Rates, and Inflation.* Cambridge, Mass., M.I.T. Press, 1966. Pp. 143.

A study of the interaction of wage changes, unemployment and inflation.

40. UNITED NATIONS, DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Industrialization and Productivity; Bulletin 10.* New York, United Nations, 1966. Pp. 108.

Contents: Programming data summary for the chemical industry, by Thomas Vietorisz. Programming data for the petroleum refining industry, by Alan S. Manne. Repair and maintenance of machine tools in the developing countries, by Aleksandr S. Pronikov. Inter-regional Conference on the Development of Petrochemical Industries in the Developing Countries. Inter-regional Symposium on Industrial Project Evaluation.

Old Age Pensions

41. GREAT BRITAIN. NATIONAL INSURANCE ADVISORY COMMITTEE. *Report . . . in Accordance with Section 88(3) of the National Insurance Act 1965 on the Question of the Earnings Limit for Retirement Pensions.* London, HMSO, 1967. Pp. [39.]

42. HOLLAND, DANIEL MARK. *Private Pension Funds: Projected Growth.* New York, National Bureau of Economic Research; distributed by Columbia University Press, 1966. Pp. 146.

This study seeks to predict the likely course of the fiscal operations and fund accumulations, between 1966 and 1981, of pension plans of industrial firms, non-profit organizations, unions, and governments (other than federal).

Older Workers

43. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Older Workers in the Nova Scotia Economy.* Halifax, 1967. Pp. 51.

"Older workers are defined in this study as members of the labour force over 45 years of age . . ." In this study information is given concerning population, labour force, and characteristics of older men and women in the labour market. Projections of the older worker labour force are given for 1970 and 1975.

44. REGIONAL SEMINAR ON THE EMPLOYMENT OF OLDER WORKERS, HEIDELBERG, 1965. *The Employment of Older Workers; Regional Seminar, Heidelberg, 7th-9th December, 1965; Final Report.* Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1966. Pp. 54.

This conference "was a follow-up, on the regional level, of the International Management Seminar on 'Job Redesign and Occupational Training for Older Workers,' held in London from 30th September to 2nd October, 1964." Cf. Introduction, p. 1.

Consists of a final report of the seminar, the concluding address by Solomon Barkin, Deputy to the Director of Manpower and Social Affairs and Head of the Social Affairs Division, OECD, and a paper, *The Problem of the Older Worker in Industry*, by Dr. H. Friedrichs. The seminar considered the situation of older workers in the Federal Republic of Germany, Austria, the Netherlands, Luxembourg, and Switzerland; the adaptation of job requirements to older workers; and, training methods for older workers.

45. U.S. BUREAU OF LABOR STATISTICS. *Job Redesign for Older Workers; Ten Case Studies.* Washington GPO, 1967. Pp. 63.

The study sought to find out cases of job re-design and the workers involved; changes that have been made; and the benefits, costs, and problems resulting from job re-design.

Productivity of Labour

46. BODKIN, RONALD GEORGE. *The Wage-Price-Productivity Nexus.* Philadephia, University of Pennsylvania Press, 1966. Pp. 302.

A revision of the author's doctoral dissertation, University of Pennsylvania.

Partial contents: Income, the price level, and generalized multipliers in Keynesian economics (R. J. Ball, co-author), empirical relationships between wage changes, unemployment, and price level changes. A further examination of the wage adjustment equation. The influence of costs and other factors on price levels. Time patterns of the average product of labor and some full system parameter estimates. Some limitations of aggregative analyses of wages and prices.

47. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. PRODUCTIVITY MEASUREMENT ADVISORY SERVICE. *Productivity Measurement.* Paris [1955-1966].

Contents: v.1. Concepts. v.2. Plant level measurements, methods and results. v.3. Global measurement of productivity for international comparisons at branch of industry level, an enquiry into the availability & suitability of statistics for this purpose in OECD member countries. Vols. 1 and 2 were issued in 1955 and 1956 respectively by the European Productivity Agency of the Organization for European Economic Cooperation as its Project no. 235; Vol. 3 was published in 1966.

Wages and Hours

48. CHRISTENSON, CARROLL LAWRENCE. *Wage Policy Under the Walsh-Healey Public Contracts Act: a Critical Review*, by Carroll L. Christenson and Richard A. Myren. Bloomington, Indiana University Press, 1966. Pp. 239.

Contents: Origin and content of the Walsh-Healey Act. Relationship of prevailing minimum-wage determinations under Walsh-Healey to fair-labor standards minima. Apparent impact of Walsh-Healey determinations in three industry cases: A. Steel; B. Paper and pulp; C. Rubber tires. Walsh-Healey and the bituminous-coal case. Conclusion: an appraisal.

49. deWOLF, JOHN A. *Wage Movements and Wage Determinants in British Columbia; A Formula for the Mechanical Construction Industry.* "This study was prepared as a joint report for Local Union 170 of the United Association of Plumbers and Pipefitters and Mechanical Industrial Relations Association, and was commissioned as Project 231 under the Journeyman Training and Industry Promotion Fund established in the collective agreement of the two parties in 1964."

The author, a consulting economist, examines wage movements in British Columbia and proposes a wage formula as the basis of a five-year contract agreement between Local 170 of the United Association of Pumbers and Pipefitters, and Mechanical Industrial Relations Association.

50. U.S. WOMEN'S BUREAU. *Fringe Benefit Provisions from State Minimum Wage Laws and Orders, September 1, 1966.* Washington, GPO, 1967. Pp. 112.

Women

51. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The ICFTU and Women Workers.* Brussels [n.d., 1965? or 1966?] Pp. 47.

Contains a report on women workers presented to the Eighth World Congress of the ICFTU in July 1965, as well as a program for women workers adopted by the Congress. The program consists of two parts: "The rights of working women," presented in the form of a charter, and "The free trade unions and women workers," a document.

52. NEFF, WANDA (FRAIKEN). *Victorian Working Women; An Historical and Literary Study of Women in British Industries and Professions, 1832-1850.* London, Frank Cass, 1966. Pp. 288.

Originally published in 1929; reprinted with a new bibliographical note, 1966.

53. UNITED NATIONS. GENERAL ASSEMBLY. *Convention on the Political Rights of Women, New York, 31 March 1953.* London, HMSO, 1967. Pp. [11] [Great Britain. Foreign Office] Miscellaneous no. 1 (1967).

"The United Kingdom has not acceded to the Convention." At head of title: Status of women.

Contains List of contracting parties, declaration and reservations.

Youth — Employment

54. U.S. COMMISSION ON CIVIL RIGHTS. MICHIGAN STATE ADVISORY COMMITTEE. *Report on Employment Problems of Non-white Youth.* Washington, GPO, 1966. Pp. 39.

In studying, and making recommendations concerning the employment problems that Negro young men faced, the Committee considered such issues as "the job market and employment requirements; education, including elementary training, vocational education, and opportunities for apprenticeship training at the college-level; counseling and motivation among non-white youth; and public and private group efforts to deal with racial discrimination."

55. YOUNG CHRISTIAN WORKERS. CANADA. JEUNESSE OUVRIERE CHRETIENNE. *Statut de la jeunesse travailleuse canadienne.* [St. Laurent, Que., Secrétariats nationaux de la J.O.C., n.d., 1966?] Pp. 62.

Miscellaneous

56. ALBERTA. EXECUTIVE COUNCIL. *A White Paper on Human Resources Development.* Edmonton, Queen's Printer, 1967. Pp. 100.

57. CONFERENCE ON CANADIAN-AMERICAN RELATIONS, UNIVERSITY OF WINDSOR. 7th, 1965. *Canadian-American Planning;* [Papers. Toronto] Published for the University of Windsor by University of Toronto Press [1966] Pp. 131.

This conference dealt with "planning in the context of different areas of Canadian-American affairs—business, labour, resources development, and research efforts."

58. LANDY, E. A. *The Effectiveness of International Supervision: Thirty Years of I.L.O. Experience.* London, Stevens & Sons; Dobbs Ferry, N.Y., Oceana Publications, 1966. Pp. 268.

Examines the question of the effectiveness of ILO supervision in promoting member countries' compliance with international labour conventions.

59. LENGELLE, MAURICE. *The Growing Importance of the Service Sector in Member Countries.* Paris, OECD, 1966. Pp. 188.

Partial contents: Distribution of civilian employment among economic sectors. Size and rate of growth of employment in commerce and services.

60. LIKERT, RENSIS. *New Patterns of Management.* New York, McGraw-Hill, 1961. Pp. 279.

61. MUNDEL, MARVIN EVERETT. *Motion and Time Study: Principles and Practice.* 3d ed. London, Prentice-Hall International, 1960. Pp. 690.

The Canadian Economy

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compares the problem of providing adequate urban transportation today with that of developing the national transcontinental transportation systems in the past.

With further rapid urbanization, the economic and social costs of urban decay and poor housing are bound to mount sharply unless long-range rehabilitative and preventive measures can be substantially widened and improved, the Council warns. Any acceleration of urban renewal will clearly intensify the already pressing need for a great expansion in public housing. This will require more comprehensive financial participation by senior governments, and increased initiative, experimentation, and integration in overall planning by civic administrators.

The gap between municipal revenues and expenditures has become a nation-wide problem. The Council suggests that municipalities either shift further responsibilities and related costs to higher levels of government, or develop and support local revenue systems so that they are more closely related to both the benefits and burdens of an increasingly complex urbanized society. In either case, the Council predicts, the change can be accomplished only within a comprenhensive fiscal planning framework covering all levels of government.

Canada in the next decade is confronted by the most rapidly growing labour force of any industrial nation. The Council expects the total labour force to exceed 10.5 million persons by 1980, an increase of 3.5 million—or 50 per cent in 15 years.

The employment goal over the medium-term future remains unchanged from that of the Council's *First Annual Review*, which is 97 per cent of the labour force employed, as an average annual national rate.

To absorb the huge labour force increase, and at the same time attain the employment goal, the Canadian economy will have to provide 1.2 million new jobs for 1965-70 and another 1.2 million for 1970-75. The average annual growth of 3.2 per cent in the labour force in 1965-70 implies an average of some 240,000 additions each year, compared with 150,000 a year in 1960-65. The 1970-80 increase is expected to average between 230,000 and 240,000 persons a year.

Women will account for 1.5 million of the total labour force increase of 3.5 million to 1980. By 1980, women will make up about 35 per cent of the total labour force, compared with about 25 per cent at the start of the 1960s. The female labour force grew three times faster than the male labour force over the 1961-66 period.

The other large group entering the labour force will be men under 25. They will account for 250,000 of the 1.2 million increase in the labour force between 1965 and 1970.

The 35-44 age group in the labour force is of critical importance in the evolution of supervisory, managerial and executive talent and leadership in the Canadian economy. This group will grow very slowly up to 1970, and even decrease in numbers from 1970-75. Only after 1975 will this age group begin to grow substantially.

With an upsurge in young people coming into the labour force, and with rising participation in the labour force by women, the portion of the total Canadian population that is actually at work is estimated to rise from 37 per cent in 1965 to 43 per cent in 1980. As this proportion rises, average living standards per capita population will rise faster than would otherwise be the case. Major shifts in spending patterns are implied.

Total Canadian unemployment decreased by about 200,000 over the 1961-66 period. But the decreases were greatest where the unemployment rate had been lowest. The share of total unemployment therefore rose somewhat in the low-income, low-productivity areas of Canada, especially in the Atlantic and eastern Quebec regions.

The basic goal of price stability set by the Council in 1964 remains unchanged. The Council calls for a satisfactory degree of price and cost stability to be held within the limits of the 1953-63 experience. In this period, the average annual increases in consumer prices and in the prices of all goods and services produced in Canada were 1.4 per cent and 2.0 per cent respectively, but with moderate year-to-year variations around these rates. An important condition for the attainment of this goal will be the achievement and maintenance of reasonable price stabilty abroad, and especially in the United States.

Over the 1961-66 expansion, as unemployment fell, price rises accelerated. The GNP implicit price index rose at the rate of 4.6 per cent between 1965 and 1966. During 1966, price and cost pressures eased.

There was an extended period of generally good performance on price and cost stability over the 1961-66 expansion. Only when the previous economic slack had disappeared, and the economy approached close to potential output at a time of rapid expansion in final demand in late 1965 and early 1966, did price increases become persistent and pervasive.

Although demand has moderated since early 1966, with some easing of price pressures since 1966 and some easing of cost pressures in 1967, the economy has remained close to potential. Any early reappearance of substantial total final demand strength would likely produce a rapid re-emergence of marked increases in prices, costs, and interest rates.

There is the clear possibility that strong underlying private demand pressures, accompanied by rapidly rising government expenditures, may exceed the capacity of the economy to accommodate them, and thus result in unacceptably high price and cost pressures over the medium-term future.

The underlying price assumption in the Council's demand projections to 1970 is that the GNP implicit price index would rise at an average annual rate of 2 per cent to 1970. The Council regards this as consistent with the attainment of a satisfactory degree of price and cost stability over the medium-term future. The average annual rate of increase of 2 per cent for the GNP price index implies that some demand components would rise at a somewhat faster rate than the total, and that the rate of advance in consumer prices and in export and import prices would be somewhat less.

The essence of economic growth is the advance of productivity. Overall productivity, the volume of output for each employed person, has been about one fifth lower in Canada than in the United States. Analysis by the Council has shown that the disparity in average educational attainments between Canadian and U.S. manpower contributed significantly to the overall productivity gap.

The gap in productivity levels in manufacturing between Canada and the United States is larger than that for the two economies as a whole. It is wider also than for minerals and forestry, and perhaps somewhat wider than in agriculture and services. On average, net value added for each employee in manufacturing was about 23 per cent lower in Canada than in the United States in 1963. Moreover, the general level of manufactured goods prices is significantly higher in Canada than in the United States. Thus the difference in volume of output for each employee in manufacturing is greater than difference in value. This productivity gap appears to be in the order of one third or more.

This gap reflects, in considerable part, the way in which production is organized; it is not a reflection on the energy, basic ability or enthusiasm of Canadians, the Review adds.

The productivity gap has a significant bearing on the levels of prices of many manufactured goods in Canada. Canadian retail prices for manufactured products appear, on average, to be about 10 per cent higher than those in the United States. The productivity gap affects the international competitiveness of many Canadian producers. It has relevance to the issue of wage parity in manufacturing. It affects the volume of imports and exports. It has a bearing on profitability in many Canadian manufacturing industries. Any substantial narrowing of the productivity gap in manufacturing could help improve the basic competitiveness of Canadian manufacturing, with consequent implications for narrowing income disparities and for improving wage and profit potentials.

Many factors may influence the size of the productivity gap in manufacturing. The range of manufactured products made in Canada does not appear to be much more limited than that in the United States. But this similar range is produced by a smaller number of Canadian plants, and the range of items produced in a typical Canadian plant is usually substantially larger than in the United States.

There is a general pattern of greater diversification of products and typically shorter production runs in Canadian plants. This involves frequent changes and interruptions in production and scheduling. This in turn contributes to less efficient use of both labour and capital, and has a pervasive upward influence on all basic categories of cost for each unit of output.

Greater specialization would contribute to the lowering of costs of all major types, such as material, labour, and overhead. It would make possible, in many lines of production, an increase in output with essentially the same quantity of labour and capital facilities. This would cut labour and overhead costs for each unit of output, and permit similar economies in materials on the basis of comparable developments in firms supplying materials and components.

A major part of the reason for the lack of specialization lies in the existence of both Canadian and foreign tariffs, which have either reduced incentives for, or inhibited, greater specialization. Canada's commercial policy was historically designed to a considerable extent to foster a wide diversity of manufacturing activity in Canada. Tariffs play a role in the higher costs of manufactured products in Canada, contribute in an important way to the development and maintenance of short runs, and in turn increase the production and overhead costs of Canadian producers. The structure of tariffs also indirectly restricts the extent of scale and specialization.

The Council recommends a re-examination of the effects and costs of the tariff. Now that the Canadian economy has grown and developed in many ways, this has become increasingly essential.

It is sometimes suggested that one route toward increased scale and specialization would be to facilitate intercompany agreements to permit more specialized patterns of production between firms, and longer production runs within the plants of various firms. It should be clearly recognized, however, that industrial rationalization may reduce competition within Canada, especially in circumstances in which trade barriers protect producers from external competition, and in which there is already a relatively high degree of industrial concentration in many lines of Canadian manufacturing.

The Council suggests that the route of tariff reduction for manufactured products is the most promising of all routes toward increased specialization. The Kennedy Round of tariff reductions will help provide opportunities for a very substantial expansion in commerce in manufactured products. The Council predicts that this will help provide a basis for greater scale and specialization in Canadian manufacturing.

The Council urges Canadian producers to move quickly and effectively to anticipate the new possibilities. If they do not, these opportunities will be taken over quickly and exploited by others.

Many different aspects of business policies and practices on the part of both labour and management should be under continuous and careful review in the search for better ways of improving the productivity performance and competitiveness of Canadian manufacturing. Industrial development and regional development policies and programs should be carefully assessed in regard to their effects in promoting activities with adequate scale and specialization.

Progress in Canada toward increasing specialization would help to bring about some narrowing of price and productivity disparities between Canada and the United States. This in turn would help to provide an effective basis for the narrowing of the real wage and real income differences that now exist.

The Council devotes some discussion to the "wage parity" issue. A narrowing in real income differences between the two countries is a desirable long-term objective, but an early and widespread pattern of money income parity in manufacturing would undoubtedly create serious problems. Any general parity of wages in Canadian manufacturing with those in the United States, without a substantial narrowing of the historically large and persistent productivity gap, would tend to further increase costs in Canadian manufacturing above U.S. levels. Thus any attempt to achieve a widespread pattern of wage parity in manufacturing without achieving a similar widespread pattern of productivity parity would jeopardize the attainment of other goals, such as reasonable price stability, a viable balance of payments, and an equitable distribution of rising incomes.

At the same time, approximate parity may exist or develop in a few special cases reflecting special conditions, as was indicated in the *Third Annual Review* (L.G., Feb., p. 90). Such situations of wage parity could arise from favourable supplies of natural resources, or special conditions in the markets for either labour or the manufactured product. Obviously, the Council concludes, the suggestions that apply to manufacturing on the average, do not necessarily apply to all individual instances within manufacturing as a whole.

Labour Relations Legislation in 1967

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tion or organization of which that trade union was a local or a branch will be eligible to represent any of these hospital employees within this one-year period.

Another consequence is that the decertified union, its officers and members continue to be liable to any penalty provided under this Act in respect to offences committed prior to decertification.

Any person who contravenes the Act commits an offence and, on summary conviction, is liable to a penalty for each day the offence continues. A prosecution for an offence under the Act may be brought against a trade union in the name of the trade union, and the trade union can be held liable for the acts of an officer or agent, who is also individually liable.

Except with the consent of the Attorney General, Sections 73 and 74 of the Summary Jurisdiction Act, the sections that give a court of summary jurisdiction the authority to reduce a penalty, or to dismiss a charge, or to grant a conditional release, may not be applied in disposing of a prosecution against a trade union or a union officer under this Act.

A trade union that has been decertified will not be certified again until all fines imposed on the local have been paid, as well as the fines imposed on officers, agents, or employees of the parent union or any of its provincial or regional branches.

Except as modified by this Act, the provisions of the Labour Relations Act will apply to hospital workers and their employers. A union may apply for certification as the bargaining agent for a unit of hospital employees, and conciliation services will be available if there is a stalemate in negotiations. There is now, however, no further step after the report of the conciliation board, as hospital employees are forbidden to strike, and there is no provision in this Act for binding arbitration of a contract negotiation dispute.

Montreal Transportation Employees

A special session of the Quebec Legislature, held on October 20, passed legislation bringing to an end a strike of employees of the Montreal Transportation Commission that had stopped bus and subway transportation for a month.

On the grounds that the strike was endangering the public health and safety, the Attorney General had applied to the Superior Court, pursuant to Sec. 99 of the Labour Code, for an injunction to restrain the strike, and an injunction was issued ordering the striking employees back to work for 80 days. The CNTU, with which the unions concerned were affiliated, sought to appeal the injunction, and it was not effective in bringing the strike to an end.

The legislation required every person who was employed by the MTC on September 20 to return to work and to perform the duties of the position that he then held within 48 hours of the coming into force of the Act.

The MTC was ordered to arrange for the resumption of services and the reinstatement of the employees within 48 hours. No disciplinary action was to be taken by the MTC by reason of the strike or things done during the strike.

Every bargaining agent and every union, federation or confederation to which it belonged or adhered was ordered to take appropriate steps to induce its members to comply with the return-to-work order.

The conditions of employment that were in effect on September were extended, modified by any written agreements made during negotiation, by an MTC offer of September 20, and by the recommendations of Mr. Justice Chevalier who had been appointed to mediate the dispute. Any dispute regarding the application of the agreements, proposals and recommendations was to be dealt with as a grievance under the Labour Code. These conditions of employment were to apply until another agreement was reached by the parties or an arbitration award was rendered, and strikes and lockouts were forbidden for that period.

By an amendment introduced in passage, provision was made for a further period of negotiation between the parties with the assistance of a mediator in an attempt to eliminate or reduce the need for arbitration.

Failing settlement, the dispute was to be submitted to an arbitrator selected by the parties or appointed by the Lieutenant-Governor in Council if the parties could not agree on a selection within seven days. The MTC and the unions that were parties to the dispute, acting jointly, were each authorized to appoint an assessor to assist the arbitrator.

Individual employees, the unions and their officers, and directors and officers of the MTC, would all be subject to severe fines prescribed in the legislation if they failed to comply with it, and the fines might be imposed with or without a term of imprisonment. Prosecutions could only be instituted by the Attorney General. If less than 70 per cent of the employees with respect to whom any of the unions was certified returned to work within 48 hours, the union would be liable to lose its certification on the application of the Attorney General to the Quebec Labour Relations Board.

Transportation services were resumed on October 21, and Mr. Justice Roger Ouimet was appointed on October 25 to assist the parties in their negotiations.

Policemen and Firemen

In Alberta, the sections of the Police Act dealing with bargaining procedures for municipal policemen were amended. Under the amended Act, an obligation to bargain in good faith is placed on policemen, as well as on a municipal council or board of police commissioners. Time limits are now imposed, requiring the parties to commence bargaining within 90 days of notice.

A new provision permits a committee comprised of municipal officers to bargain on behalf of the municipal council or the board of police commissioners.

The bargaining committee for policemen, as before, must be members of the municipal police force in the unit concerned. A new provision permits either bargaining committee to be accompanied by one person as legal or other counsel. The counsel of a police bargaining committee and members of a police bargaining committee, as well as individual policemen, are not allowed to join or remain members of a trade union or other organization that is directly or indirectly affiliated with a union.

Under the amended Police Act of Ontario, a dispute between a municipal police force and a municipality or a board of police commissioners will be referred to a three-member board of arbitration only if the police force is composed of 20 or more members. Disputes involving smaller police forces will be referred to a single arbitrator for settlement. Previously, such a dispute was referred to a three-member arbitration board, if the police force was composed of 10 or more members, and to a single arbitrator if it was composed of fewer than 10.

The amendment to the Ontario Fire Departments Act will provide a method of enforcing decisions of an arbitration board or an arbitrator similar to that in the Labour Relations Act. If the decision of an arbitration board or an arbitrator is not complied with, any party, municipality or full-time fire fighter affected by the decision may ensure enforcement by filing a copy of the decision in the office of the Registrar of the Supreme Court. This action may be taken after the expiration of 30 days from the date of delivery of the decision, or the date provided in the decision for compliance, whichever is later.

Amendments to General Laws

Amendments to the Industrial Relations Act of Prince Edward Island brought the main certification provisions into line with those in other jurisdictions, and provided for the use of industrial inquiry commissions.

Formerly, the Minister of Labour was empowered to certify a union if the Labour Relations Board recommended it. A certification vote was not mandatory but, if one was taken, at least 60 per cent of the employees in the unit who voted must have selected the applicant union as their bargaining agent.

Under the amended Act, the power to certify is now vested in the Labour Relations Board. As before, the Board must be satisfied that a unit is appropriate for collective bargaining and that a majority of the employees are members in good standing of the applicant union. The third requirement now is that more than 50 per cent of the eligible employees in a unit must have selected the union as their bargaining agent, which is the standard in most jurisdictions.

When determining whether or not a unit is suitable for bargaining, the Board is no longer obliged to hold a hearing. Previously, it was compulsory for the Board to hold a hearing, and the employer and a union were entitled to attend and to make representations.

There is no longer any right of appeal to the Supreme Court of Prince Edward Island from a final decision of the Board on a question of law.

Previously, the Minister was empowered, upon application or on his own initiative, to make such inquiries as he deemed fit regarding industrial matters, and to do such things as seem calculated to secure industrial peace and to promote the settlement of disputes. Now the Act specifically provides for the appointment of an industrial inquiry commission, and spells out its rights and duties.

An industrial inquiry commission may be appointed to inquire into conditions in any industry, or investigate a particular dispute or difference between employers and employees. If a dispute or difference already exists, an industrial inquiry commission may not be appointed until a conciliation board has submitted its final report to the Minister.

An industrial inquiry commission is to consist of one or more persons appointed by the Minister, and is to have the same powers of investigation as a conciliation board. If a commission is investigating a particular dispute or difference, it must submit its report within 14 days, unless the Minister grants an extension.

Provision is also made for the appointment of mediators. A new provision states that persons appointed by the Minister to provide conciliation and mediation services are to be paid such remuneration and expenses as he may prescribe.

Following the amendments to the Act, the Rules of Procedure of the Labour Relations Board were revised, and new regulations respecting voting procedures were issued in June. The revised Rules of Procedure state the tests the Board will apply to determine membership in good standing. On the date of the application for certification, an employee must have signed an application for membership and, on his own behalf, paid the initiation fee where applicable, and the equivalent of one month's membership fee as prescribed by the union constitution.

In Nova Scotia, an amendment to the Trade Union Act, in force on August 1, provides that the Labour Relations Board is not required to grant a separate certification to a craft or technical unit if it is included in a bargaining unit represented by another bargaining agent at the time the application is made. Previously, the Board was required to grant a separate certification for such a group if the unit was otherwise suitable for collective bargaining.

New Rules of Procedure of the Ontario Labour Relations Board went into force on September 1, 1966, the same day as the 1966 amendments to the Act providing for the certification of a council of trade unions and empowering the Labour Relations Board to deal directly with jurisdictional disputes.

One new rule provides that, if a council of trade unions applies for certification, it must, at the same time, file the documents upon which it intends to rely to satisfy the Board that each of its constituent unions has vested appropriate authority in the council to enable it to discharge the responsibilities of a bargaining agent.

Other new rules specify the documents that must be filed when a complainant files an application to have the Board settle a jurisdictional dispute. These include a copy of any agreement or understanding between a trade union and an employer as to work assignment, and any decision of a tribunal respecting work assignment.

In Saskatchewan, new conciliation board regulations went into force on March 1.

Under the amended regulations, some of the time limits have been changed. A conflict-of-interest clause has also been added, prohibiting the appointment of any person who has any pecuniary interest in the matter before the conciliation board, or who is currently acting, or who within the past six months has acted, as the solicitor, legal adviser, counsel or paid agent of either of the parties.

A federal Act, proclaimed in force October 1, established the Cape Breton Development Corporation to take over certain coal mining operations on Cape Breton Island and to plan the phasing-out of those operations that are not economically sound. At the same time, it will promote the establishment of new industries.

The works and undertakings carried on by the companies after June 15, 1967 are declared to be works for the general advantage of Canada. Trade unions certified under Nova Scotia legislation as bargaining agents for persons employed on these undertakings will, by the terms of the Act, be deemed to have been certified under the Industrial Relations and Disputes Investigation Act.

Action under 1966 Laws

Some important developments arose out of legislative action taken in 1966. The measures for the resolution of the railway dispute, provided under the Maintenance of Railway Operation Act, 1966, were carried out. Only the dispute of the shopcraft employees was submitted to arbitration.

By the terms of the Act, expired agreements covering the 90,000 non-operating employees of the railways, and the group of 15,000 operating employees involved in the dispute, were revived and extended, subject to the wage increases that had been recommended by the conciliation boards for the non-operating employees. After mediation proceedings with H. Carl Goldenberg, Q.C., the mediator appointed under the Act by the Minister of Labour, agreement was reached by the representatives of each of the three groups of non-operating employees and the operating group; but the agreement with the representatives of the shopcraft unions (set out in a memorandum of settlement dated November 30) was rejected by a vote of the membership.

The issues in dispute with respect to the 22,000 shopcraft employees were submitted to a board of arbitration appointed under the Act on March 21, 1967. The Hon. Wilfrid D. Roach was Chairman, and Mr. Leon Lalande, Q.C., and Dr. Horace E. Read, Q.C., were members. Eight points at issue (demands made by the unions) which were set out in the Maintenance of Railway Operation Regulations, 1966, had to be decided by the arbitrators.

In dealing with the wage issue, the arbitrators held that the appropriate standard for comparison was the weighted average hourly rate of maintenance tradesmen in manufacturing in-

dustries in the 10 major metropolitan centres where the main shops of the railways are located. There was almost parity between this rate as of October 1, 1966 and the weighted average hourly rate of railway tradesmen as of that date.

Given the increases that the bargaining committee had been prepared to accept, the arbitrators found no reason to believe that the increase in rates of maintenance tradesmen in manufacturing in the period covered by the agreement would be such as to outstrip the railway tradesmen's rates. They awarded the same percentage increases (amounting in all to 24 per cent on the basic rates of pay in force at December 31, 1965) as the bargaining committee had agreed to.

The arbitrators also confirmed the skill differential of an additional 5¢ per hour, effective July 1, 1967, and another 5¢ per hour on January 1, 1968 for skilled mechanics, which had been part of the settlement.

On the other items (dealing with the pay period, annual vacations, holidays, employee benefit plans and sick leave), the arbitrators in their award accepted the demands only to the extent that they had been accepted in the November 30 settlement. On one point only, the conditions for bereavement leave, the arbitrators expressed the view that the conditions were too harsh and required a new provision.

The Report of the Royal Commission of Inquiry into Working Conditions in the Post Office Department, appointed in 1965 after the postal strike, was published in October. The Commissioner, Mr. Justice André Montpetit of the Quebec Superior Court, acted as mediator in another dispute involving postal workers, and an agreement was reached on November 15, a few hours before a strike deadline.

The report of the Commission had made numerous recommendations concerning various aspects of administration and policy based on the grievances presented. One recommendation concerned the need for a properly organized system of consultation with employees regarding proposed changes in working conditions.

Dealing with postal employees' complaints of excessive use of part-time and casual employees, the report recommended that the Post Office Department should make constant checks on the utilization of such employees to ensure that they were not hired to fill gaps in the permanent establishment.

One of the terms of the settlement in November was that a joint committee, composed of representatives of the unions and the Post Office Department, be formed to study the recommendations of the Commission and endeavour to find ways and means to implement those that were acceptable to both sides.

The Postmaster General reported in June that a joint body had been set up and had been holding regular meetings. He said that a large number of the Commission's recommendations had been adopted, and that others were reaching the stage of agreement; that a grievance procedure had been developed; and that labour-management committees were to be established in all the staff post offices.

Under the Maritime Transportation Unions Trustees' Act, the trusteeship set up under the Act was extended to December 31, 1967. When he tabled the proclamation in the House of Commons, the Minister of Labour said that the Government had decided that it was desirable to give the trustees a further period in which to complete the objectives they had established as beneficial for the unions and for the maritime industry generally. The additional time would afford the trustees an opportunity to phase out their operations in an orderly way.

The Chairman of the Board of Trustees, Judge René Lippé, and the other two members, Charles Millard and Joseph Mackenzie, agreed to continue to serve during the extended term.

In Saskatchewan, the arbitration board provided for under the Essential Services Emergency Act, 1966, to deal with the dispute between the Saskatchewan Power Commission and the Oil, Chemical and Atomic Workers' International Union was established and made its award on May 2. The arbitrators awarded a 3-per-cent increase from June 1, 1966 to September 30, 1966, and a 5-per-cent increase for the year that commenced October 1, 1966.

Industrial Inquiry Commission

Grievances of 190 longshore foremen at British Columbia ports were the cause of a strike in November, 1966. These are a type of supervisory employee whom the companies regarded as carrying out management functions. As part of the terms of settlement on December 8, the Minister of Labour agreed to appoint an industrial inquiry commission under the Industrial Relations and Disputes Investigation Act to examine the foremen's grievances.

A three-man inquiry commission was set up on December 15 to investigate the causes that led to the strike, and to make recommendations designed to prevent such disputes in the future. It was headed by Mr. Justice C. Rhodes Smith of the Manitoba Court of Appeal. The report of the Commission was received on March 23.

On the question of the status of the foremen under the Act, the report suggests that the duty of deciding whether persons are to be classed as management or employees in labour relarions should, as the only sensible course, be left to the labour relations board to decide, as it is under the present law. There should not, in the Commission's view, be any appeal from the proper exercise of the Board's discretion. It is always open to the Board, when any new application is placed before it, to uncover distinctions that would lead to a different view of the status of the foremen.

Whatever their status, the Commission held that the foremen had legitimate grievances, and that a positive approach to their solution was required. It accordingly recommended a grievance procedure in which the first step would be that a longshore foreman submit his individual grievance in person to his employer. Where there is more than one foreman of the same company having the same grievance, they could present it as a group directly to their employer. If the grievance is not settled to the satisfaction of the foremen concerned, they should have the right to submit it to arbitration in a manner spelled out in the recommendation.

Inquiries and Studies

During the past year, the system of labour relations and the legislation governing it have been subjected to scrutiny by various bodies that have been given the task of carrying out inquiries and studies to lay the groundwork for decisions by governments and legislatures as to necessary changes.

In New Brunswick, the Report of the Select Committee of the Legislature established in 1965 to study the New Brunswick Labour Relations Act was tabled in the Legislature on April 5 by the Minister of Youth and Welfare, the committee chairman. The 86-page report made 31 specific recommendations, a number of which were based on provisions in effect in other jurisdictions in Canada.

One recommendation was that a grant be made available to the University of New Brunswick for the creation and maintenance of a continuing labour-management study committee.

On the question of coverage, the report recommended that the Act be made applicable to professional employees other than professional engineers. The only other exclusions would be agricultural workers employed on farms where fewer than three were employed on a reasonably continuous basis.

A clarification of the definition of employers of woodsworkers was also recommended. The Act should be amended

to declare the limit holder to be an employer for purposes of the Act, except where the limit holder advised the Labour Relations Board of the bona fide contractors cutting on his limits, in which case the contractors named therein would be deemed the employers.

Unfair Labour Practices

Several recommendations concerned unfair labour practices. According to the report, both unions and employer groups thought that the Board should be authorized to investigate complaints of unfair labour practices, and to issue cease-and-desist orders, including orders requiring reinstatement in employment with compensation for lost wages, such orders to be enforceable as orders of the Supreme Court of New Brunswick.

The committee recommended that legislation similar to Section 65 of the Ontario Labour Relations Act be adopted, with the addition of a clause requiring supporting documents to be included when an order was filed in court. It further recommended that offences under the Labour Relations Act be punishable under the Summary Convictions Act, and that the consent of the Board to such prosecutions not be required. The committee was also of the opinion that, where prosecutions for unfair labour practices are to be processed at public expense, such prosecutions should be undertaken by and at the discretion of the Department of the Attorney General.

According to the report, briefs from both employer and employee organizations requested the committee to take steps to improve the arbitration section of the Act. The committee recommended a new arbitration provision, including a model arbitration clause that would be deemed to be included in any collective agreement lacking such a clause.

Other features of the proposal include: provision for the setting up of a board where the parties fail to do so; a requirement that the arbitrator render his decision within a reasonable time; and authority for the arbitrator to summon witnesses, administer oaths, enter premises and question employees. The award of an arbitrator would be made enforceable by filing it with the Registrar of the Supreme Court. The proposal also contemplates review of the question of arbitrability by the courts.

The committee would also add a new section providing for final and binding arbitration of contract negotiation disputes affecting municipal firemen. Firemen would be forbidden to strike.

Referring to the question of legal status of unions, the committee stated: "It would seem reasonable that where a group has the power to injure another economically, it should be required to accept the responsibility for restitution when damages result through the illegal use of such power." The committee said that provisions similar to those in Section 46A of the Manitoba Labour Relations Act should be added to the New Brunswick Act, declaring unions to be legal entities for the purpose of suing and being sued.

The committee believed that, if trade unions and employers organizations were to be declared legal entities capable of suing and being sued, steps must be taken to define the type of picketing which is permissible or, conversely, the types of picketing which are not permissible. It recommended that a section similar to Section 3 of the British Columbia Trade-unions Act be added with whatever modifications were necessary to conform to the New Brunswick legislation. A further recommendation would require authorized picketers to carry identification provided by the union. Unauthorized picketers would be subject to a fine of up to $500 or to imprisonment for up to three months or both.

The matter of injunctions in labour disputes the committee considered to be one of the gravest issues in Canada today. It said that the principle that a person suffering irreparable loss or damage is entitled to immediate relief until the matter can be settled in the courts is so evidently fair that it is difficult to believe it will ever be completely abolished, even in labour disputes. It was also aware that an *ex parte* injunction, granted for a maximum period of five days as provided for in New Brunswick law, can wreck the aspirations of a union that is on a legitimate strike.

Believing that its previous recommendations with regard to picketing would assist materially in reducing the number of instances in which application will be made for *ex parte* injunctions, it recommended that the Act be amended to require 24 hours advance notice of intent to seek an injunction.

The committee considered the problem of jurisdictional disputes serious enough to warrant the establishment of special procedures. It recommended that jurisdictional disputes be referred to the Labour Relations Board in the manner prescribed in Sec. 66 of the Ontario Labour Relations Act.

The committee did not make recommendations relating to public employees, because Dr. Saul Frankel had been appointed as a royal commission to study labour-management relations in the New Brunswick Civil Service, and in publicly financed hospitals and schools.

Dr. Frankel's report was also completed and presented to the government during the summer. It recommends a collective bargaining system for the public services of New Brunswick containing the basic elements that are normally found in general labour relations legislation. The system would be governed by a Public Services Labour Relations Act administered by an independent board.

The role of the employer would be assigned to the Minister of Finance as Chairman of the Treasury Board with respect to government services; to the province as represented by the Minister of Education, for public schools; and to the province as represented by the Minister of Health, for hospitals. Representatives of school trustees might assist the Minister of Education in carrying out the responsibilities of the employer in a collective bargaining relationship, and representatives of the Hospital Association, or of local or regional hospital boards, might assist the Minister of Health. For government corporations, boards or commissions, the executive officers would be the employer.

Recommended Procedure

The procedure recommended for resolution of disputes where the parties might not be able to reach agreement involves several steps. First, after being notified by one or other of the parties, the chairman of the independent board would declare that a deadlock exists. He would next require the employer to indicate whether he would be willing to submit the dispute to arbitration (by a tribunal which would be provided for in the legislation).

If the employer was not willing, it would be open to the employees in the bargaining unit to authorize strike action if they saw fit to do so. If the employer was prepared to submit the dispute to arbitration, the board would direct the representatives of the employees to conduct a vote of the employees, in which they would be asked to indicate if they wished to authorize referral of the dispute to the arbitration tribunal, or to authorize strike action.

If a strike were authorized, a period of at least 7 days should elapse before a strike may be declared, and during that period it would be the duty of the chairman of the board to consult with the parties on the means to maintain operations and services that are essential for the well-being and security of the public.

The Ontario Royal Commission of Inquiry into labour disputes (the Rand Commission) began its first public hearings

in Toronto on January 10. The focus of the inquiry is upon the use of strikes, cessations of work, lockouts, picketing, demonstrations and boycotts, whether lawful or unlawful, in labour disputes, and upon the use of injunctions in relation to these actions.

At the beginning of the hearings, the Commissioner stressed the importance of these issues in the broader question of how to reconcile the conflicting desire for individual freedom, the maximum satisfaction of material wants, and an individual's relationship to his society in line with the underlying assumptions of democratic government.

He asked for the benefit of the experience of all those presenting briefs, and for a free expression and exchange of views. Many briefs have been received and hearings have been held in the major centres of Ontario. In the spring, the Commissioner travelled to Australia to get a closer look at the labour relations machinery in that country.

In September, 1966, the Prime Minister announced that the Government would establish a Task Force to look into the question of labour disputes, and to recommend changes in current laws and procedures. A Task Force under the chairmanship of Dean H. D. Woods was established in the fall of 1966, with terms of reference that call for a comprehensive examination of the state of industrial relations in Canada, with particular reference to the problem areas that have appeared over the past few years.

In addition to a substantial program of research, the Task Force is holding meetings with national bodies such as central labour organizations, employer associations and government departments at both the federal and provincial levels. It has visited the United States and some European countries and has invited briefs and submissions from interested persons and organizations.

Consultative Bodies

Labour-management consultative bodies have been established in three more provinces.

On April 25, the Minister of Labour of Ontario announced that the Government had decided to proceed with the establishment of a new body, to be known as the Ontario Union-Management Council, with a constitution and terms of reference as suggested by a committee of labour and management that had been meeting under the chairmanship of Dean Woods. Dr. John Crispo, Director, Centre for Industrial Relations, University of Toronto, was appointed chairman of the council, and labour and management representatives have been named.

The Minister said that this council would give labour and management an opportunity of working together to develop new means of accommodating their varied interests. Even more challenging was the opportunity it would afford the parties to examine their responsibilities to the public interest in the light of our generally accepted social and economic goals.

He warned, however, that the council would not be a short-run panacea for labour and management difficulties. Its real impact, if it succeeded in establishing a solidly based place for itself in the Ontario industrial relations picture, might not be felt for some time.

A labour-management committee was established in British Columbia in 1966, with a view to encouraging more meaningful communication between labour, management and Government. It is composed of the Deputy Minister of Labour, W. H. Sands, who acts as the chairman, Dr. J. T. Montague, Director, Institute of Industrial Relations, University of British Columbia, who is vice-chairman, and ten other members equally representative of labour and management.

A labour-management council was also established in Prince Edward Island. In November, the Minister of Labour announced that Rev. Malcom McCuaig, Minister of Kirk of St. James, Charlottetown, had been appointed chairman. The Minister said the council would serve as a forum for the discussion of labour-management problems. It would study existing labour legislation and make suggestions for new legislation. It would also study labour-management problems in other parts of Canada, and recommend and carry out educational and informational programs.

Statistics Section

Current Labour Statistics

Principal Items	*Date*	*Amount*	*Percentage Change From*	
			Previous Month	*Previous Year*
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	September 16	7,730	− 4.6	+ 2.8
Employed	September 16	7,511	− 4.4	+ 2.7
Agriculture	September 16	635	− 9.9	+ 5.3
Non-agriculture	September 16	6,876	− 3.8	+ 2.5
Paid workers	September 16	6,370	− 4.3	+ 2.3
At work 35 hours or more	September 16	6,244	+ 2.6	+ 2.2
At work less than 35 hours	September 16	941	+ 9.0	+ 4.2
Employed but not at work	September 16	326	−64.1	+ 9.0
Unemployed	September 16	219	−11.3	+ 6.8
Atlantic	September 16	24	− 7.7	−11.1
Quebec	September 16	84	− 2.3	+12.0
Ontario	September 16	64	−25.6	+10.3
Prairie	September 16	20	+ 5.3	+25.0
Pacific	September 16	27	−10.0	— 6.9
Without work and seeking work	September 16	206	− 9.7	+ 5.1
On temporary layoff up to 30 days	September 16	13	−31.6	+44.4
INDUSTRIAL EMPLOYMENT (1961 = 100)	June	125.0	+ 2.2	+ 0.5
Manufacturing employment (1961 = 100)	June	124.5	+ 1.3	− 1.7
IMMIGRATION	1st 6 Mos.	108,958	—	+26.7
Destined to the labour force	1st 6 Mos.	60,078	—	+34.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	September	92	− 8.0	−27.0
No. of workers involved	September	34,282	+12.3	−78.7
Duration in man days	September	449,550	+ 8.1	−18.4
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	June	$102.98	+ 0.8	+ 7.3
Average hourly earnings (mfg.)	June	$2.39	+ 0.4	+ 7.2
Average hours worked per week (mfg.)	June	40.6	+ 0.7	− 0.3
Average weekly wages (mfg.)	June	$97.09	+ 1.1	+ 6.9
Consumer price index (1949 = 100)	September	150.7	− 0.1	+ 3.9
Index numbers of weekly wages in 1961 dollars (1961 = 100)	June	112.2	+ 0.2	+ 2.7
Total labour income (thousands of dollars)	June	2,742	+ 3.1	+ 9.8
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	July	261.2	− 9.6	+ 2.2
Manufacturing	July	231.7	−10.6	− 0.3
Durables	July	231.7	−12.9	− 2.5
Non-durables	July	231.7	− 8.4	+ 1.6
NEW RESIDENTIAL CONSTRUCTION†				
Starts	August	13,343	−10.8	+57.4
Completions	August	10,728	+16.2	− 0.8
Under construction	August	81,652	+ 3.3	+16.7

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* (Cat. No. 71-001) a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended September 16, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,730	646	2,208	2,827	1,282	767
Men	5,335	457	1,536	1,916	901	525
Women	2,395	189	672	911	381	242
14-19 years	772	76	230	245	144	77
20-24 years	1,097	112	367	356	169	93
25-44 years	3,327	240	958	1,267	527	335
45-64 years	2,311	199	595	871	402	244
65 years and over	223	19	58	88	40	18
EMPLOYED	7,511	622	2,124	2,763	1,262	740
Men	5,183	438	1,476	1,874	888	507
Women	2,328	184	648	889	374	233
Agriculture	635	33	131	164	283	24
Non-agriculture	6,876	589	1,993	2,599	979	716
Paid workers	6,370	536	1,835	2,432	914	653
Men	4,275	373	1,253	1,611	598	440
Women	2,095	163	582	821	316	213
UNEMPLOYED	219	24	84	64	20	27
Men	152	19	60	42	13	18
Women	67	*	24	22	*	*
PERSONS NOT IN LABOUR FORCE	6,233	669	1,818	2,134	999	613
Men	1,586	194	450	531	251	160
Women	4,647	475	1,368	1,603	748	453

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended September 16, 1967

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	13,963	2,312	3,999	1,058	4,084	1,032	1,478
LABOUR FORCE	7,730	772	3,857	885	1,265	728	223
Employed	7,511	714	3,786	843	1,247	704	217
Unemployed	219	58	71	42	18	24	**
NOT IN LABOUR FORCE	6,233	1,540	142	173	2,819	304	1,255
PARTICIPATION RATE†							
1967 — September 16	55.4	33.4	96.4	83.6	31.0	70.5	15.1
August 19	58.2	49.1	96.8	89.5	30.0	70.9	14.6
UNEMPLOYMENT RATE‡							
1967 — September 16	2.8	7.5	1.8	4.7	1.4	3.3	**
August 19	3.0	6.5	2.1	5.0	1.6	2.5	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended September 16, 1967

	Sept. 1967	Aug. 1967	Sept. 1966
	(in thousands)		
TOTAL UNEMPLOYED	219	247	205
On temporary layoff up to 30 days	13	19	*
Without work and seeking work	206	228	196
Seeking			
Full-time work	194	210	182
Part-time work	12	18	14
Under 1 month	76	76	80
1-3 months	73	98	73
4-6 months	29	25	21
More than 6 months	28	29	22

*Less than 10,000.
SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

This table was not received in time for inclusion in this issue. It will reappear in January.

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1967, employers in the principal non-agricultural industries reported a total employment of 3,675,841. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1966—June	124.4	122.7	95.96	126.6	121.7	99.22
July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
1967—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May*	122.3	130.6	102.19	122.9	129.8	105.86
June†	125.0	131.6	102.98	124.5	130.7	106.57

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling), manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreation service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (Cat. No. 72-002) DBS.

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	June 1967	*May 1967*	*June 1966*	*June 1967*	*May 1967*	*June 1966*
		(1961 = 100)		$	$	$
REGION AND PROVINCE						
Atlantic Region	119.3	113.1	124.4	84.94	84.04	79.42
Newfoundland	120.9	114.5	138.5	91.70	91.02	85.43
Prince Edward Island	131.4	121.5	136.0	71.47	68.79	65.86
Nova Scotia	115.3	112.4	116.9	82.87	82.33	77.48
New Brunswick	121.8	112.2	123.3	84.36	83.09	78.71
Quebec	122.2	119.7	121.4	101.27	100.36	94.28
Ontario	126.5	124.9	126.9	106.08	105.62	98.97
Prairie Region	124.7	120.5	119.7	96.76	95.07	90.32
Manitoba	118.1	115.5	114.1	92.27	91.09	84.93
Saskatchewan	123.4	119.6	120.8	96.57	94.90	89.18
Alberta	130.9	125.2	124.0	100.29	98.28	95.03
British Columbia	132.4	129.3	129.2	115.05	113.97	106.87
CANADA	125.0	122.3	124.4	102.98	102.19	95.96
URBAN AREAS						
St. John's	140.6	134.7	146.3	80.53	80.31	78.81
Halifax	114.0	111.5	113.0	84.54	83.80	79.68
Sydney	99.1	99.0	104.1	95.40	93.96	91.28
Moncton	118.2	114.1	117.6	83.13	80.24	74.47
Saint John	111.9	108.7	108.9	85.26	83.16	78.28
Chicoutimi	113.5	113.0	113.5	123.04	121.22	114.34
Montreal	124.7	123.1	123.4	102.47	102.30	95.67
Quebec	118.6	118.3	117.8	86.70	85.22	81.90
Shawinigan	104.8	103.4	111.0	108.30	104.23	100.25
Sherbrooke	120.2	116.4	111.3	85.78	86.01	81.04
Trois-Rivières	120.4	119.7	121.7	95.86	94.23	91.96
Ottawa-Hull	125.4	124.3	120.7	96.04	95.40	89.41
Belleville	118.9	115.8	118.9	89.22	89.01	84.67
Brampton	246.9	252.3	226.4	103.69	102.96	98.19
Brantford	135.6	136.6	135.0	99.31	97.04	92.37
Fort William-Port Arthur	132.7	129.0	130.5	103.96	105.77	95.99
Guelph	139.0	135.1	135.2	96.50	94.65	88.94
Hamilton	119.7	118.4	125.9	109.66	110.54	103.58
Kingston	122.8	121.1	130.7	101.55	102.42	94.22
Kitchener	143.4	142.0	143.2	93.85	92.55	88.34
London	126.4	124.5	127.8	98.28	97.23	92.89
Niagara Falls	119.7	114.2	118.2	98.22	98.76	93.64
Oshawa	137.5	139.0	150.0	121.84	119.33	111.53
Peterborough	138.9	135.4	137.3	109.95	108.19	102.50
Sarnia	136.7	133.4	129.6	138.68	138.20	127.40
Sault Ste. Marie	124.9	120.0	123.1	118.96	118.65	114.79
Sudbury	111.8	109.3	107.4	118.02	117.83	102.91
St. Catharines	142.4	140.9	141.7	112.35	112.89	105.59
Timmins	87.1	84.1	102.1	93.74	94.22	102.02
Toronto	126.6	125.8	127.4	106.83	106.37	99.64
Welland	116.0	115.0	116.7	120.82	121.04	115.00
Windsor	149.7	149.7	152.6	116.19	115.77	109.15
Winnipeg	119.3	117.5	116.8	87.47	86.52	81.02
Regina	122.8	119.5	120.9	93.49	91.98	87.54
Saskatoon	143.2	139.1	127.9	90.86	90.63	81.42
Calgary	137.6	133.7	128.5	101.01	98.60	94.59
Edmonton	136.1	130.8	129.0	94.53	93.84	89.93
Vancouver	130.6	128.1	125.7	109.91	109.71	103.33
Victoria	126.3	124.4	124.8	97.81	96.90	91.24

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (Cat. No. 72-002) DBS.

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
CANADA											
June 1967†	77.6	122.1	1,644.7	845.0	799.7	386.8	675.1	941.5	260.9	606.9	4,715.6
May 1967*	63.5	118.1	1,621.4	826.1	795.3	367.8	657.8	923.1	258.3	582.2	4,592.2
June 1966	83.2	123.2	1,660.3	845.0	815.3	415.8	659.7	920.6	245.1	567.2	4,675.1
NEWFOUNDLAND											
June 1967†	1.2	6.0	13.2	11.1	2.2	9.7	14.8	16.2	1.8	6.6	69.5
May 1967*	1.1	5.8	12.1	10.2	1.9	8.4	14.5	15.6	1.7	6.2	65.4
June 1966	4.2	6.8	14.3	12.0	2.3	12.6	15.6	16.1	1.6	6.1	77.3
PRINCE EDWARD ISLAND											
June 1967†	0.1	0.1	2.7	2.2	0.5	2.1	2.9	3.9	0.6	2.2	14.5
May 1967*	0.1	0.1	2.5	2.1	0.5	1.5	2.7	3.7	0.6	1.9	13.1
June 1966	0.3	0.1	3.0	2.4	0.5	2.3	2.7	3.9	0.6	2.1	14.8
NOVA SCOTIA											
June 1967†	2.2	7.3	33.2	17.8	15.3	14.7	22.8	28.5	6.4	13.9	129.0
May 1967*	1.9	7.4	32.8	17.3	15.5	12.9	22.2	27.6	6.3	12.6	123.7
June 1966	2.9	7.7	35.3	18.5	16.8	14.6	23.8	27.8	5.8	13.3	131.2
NEW BRUNSWICK											
June 1967†	8.5	3.0	28.8	19.8	9.9	11.1	22.6	22.7	4.2	11.2	112.1
May 1967*	5.6	2.6	27.2	17.7	9.6	9.7	21.6	22.2	4.2	10.3	103.4
June 1966	10.1	2.7	27.5	18.7	8.8	12.9	22.7	23.2	4.0	10.1	113.3
QUEBEC											
June 1967†	28.6	27.6	508.8	316.6	192.2	92.3	182.6	240.4	74.1	166.3	1,320.7
May 1967*	22.1	26.9	502.6	311.0	191.6	90.6	178.6	238.2	73.8	160.3	1,293.1
June 1966	26.9	28.1	511.0	312.2	198.8	113.7	176.9	234.3	69.7	149.7	1,310.3
ONTARIO											
June 1967†	13.2	35.6	814.3	362.9	451.4	144.5	220.8	371.8	113.3	237.2	1,950.7
May 1967*	11.2	34.7	805.4	355.3	450.1	141.7	215.7	363.3	111.6	228.3	1,911.9
June 1966	13.2	35.8	826.1	364.8	461.3	150.9	218.2	362.2	106.5	229.6	1,942.5
MANITOBA											
June 1967†	1.5	6.1	47.7	27.5	20.2	17.2	48.8	51.4	12.0	28.9	213.7
May 1967*	1.4	5.9	47.0	27.1	19.8	15.2	47.2	50.8	12.0	27.9	207.4
June 1966	1.6	5.6	47.8	28.2	19.6	15.9	46.7	51.0	11.8	27.9	208.3
SASKATCHEWAN											
June 1967†	0.2	5.5	15.9	10.0	5.9	17.1	28.0	37.4	8.2	17.6	129.9
May 1967*	0.1	5.2	15.5	9.8	5.6	15.6	27.4	36.5	8.0	17.2	125.6
June 1966	0.2	5.2	15.3	9.9	5.3	17.8	27.9	36.9	7.8	17.1	128.2
ALBERTA											
June 1967†	3.3	18.8	53.7	26.3	27.4	38.0	51.7	75.7	15.8	50.5	307.5
May 1967*	2.0	17.8	52.8	26.3	26.5	33.5	50.0	73.5	15.7	47.6	292.9
June 1966	3.6	18.5	49.2	26.5	22.7	36.3	49.5	73.6	14.1	45.8	290.6
BRITISH COLUMBIA											
June 1967†	18.8	10.0	126.4	51.6	74.8	39.7	78.6	93.2	24.5	71.4	462.6
May 1967*	17.9	9.8	123.4	49.3	74.1	38.4	76.6	91.4	24.4	69.0	450.8
June 1966	20.3	10.6	130.8	51.6	79.2	38.1	74.1	91.3	23.0	64.7	453.0

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification.

NOTE: Estimates may not add to totals due to rounding; NWT and Yukon included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (Cat. No. 72-008) DBS.

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	June 1967	May 1967	June 1966	June 1967	May 1967	June 1966
	(1961=100)			$	$	$
MINING, INCLUDING MILLING	112.4	108.9	112.0	129.01	127.87	117.25
Metals	108.6	106.4	109.2	129.57	129.01	116.89
Mineral fuels	104.8	103.7	102.3	134.76	133.49	123.54
Non-metals except fuels	119.7	112.6	118.2	118.61	118.62	108.11
Quarries and sand pits	129.5	124.7	137.3	111.94	112.29	102.58
Services incidental to mining	139.4	125.8	135.5	134.53	128.10	125.08
MANUFACTURING	124.5	122.9	126.6	106.57	105.86	99.22
Durable goods	134.3	133.9	138.4	114.26	113.11	106.33
Non-durable goods	116.6	114.0	117.2	99.46	99.01	92.49
Food and beverages	114.5	108.9	116.4	94.82	94.30	87.38
Foods	113.8	108.0	116.4	91.39	91.08	83.77
Beverages	119.3	114.4	116.4	115.20	113.25	109.83
Tobacco processing and products	96.5	94.0	92.0	113.46	111.40	102.83
Rubber products	122.4	120.1	125.9	108.42	108.71	101.19
Leather products	99.9	98.4	105.2	70.10	69.32	64.98
Textile products	118.8	118.1	115.7	86.85	88.04	81.40
Knitting mills	112.5	111.2	120.2	66.87	67.15	61.52
Clothing	111.2	110.5	115.1	64.29	63.76	59.20
Wood products	112.3	108.5	118.2	95.31	94.52	84.64
Furniture and fixtures	127.7	126.5	134.8	87.34	86.63	80.03
Paper and allied industries	121.9	119.2	121.2	125.04	123.46	118.79
Printing, publishing and allied industries	115.1	113.9	112.3	113.15	113.00	106.60
Primary metal industries	127.5	126.1	128.9	128.71	127.98	119.49
Metal fabricating industries	134.9	134.4	139.8	111.47	110.11	105.19
Machinery, except electrical	150.8	154.0	149.6	119.47	118.42	112.70
Transportation equipment	156.5	154.1	153.5	123.99	121.03	115.22
Electrical products	131.6	136.7	143.1	107.63	107.96	102.97
Non-metallic mineral products	122.5	119.7	132.9	113.62	113.23	106.14
Petroleum and coal products	106.9	105.1	102.8	155.17	155.82	147.06
Chemicals and chemical products	122.1	121.2	120.2	121.89	121.38	114.48
Miscellaneous manufacturing industries	133.7	131.5	134.1	92.43	92.07	85.81
CONSTRUCTION	128.0	123.3	144.7	132.16	130.68	119.11
Building	131.3	129.4	138.9	127.98	128.63	114.37
Engineering	122.2	112.8	155.9	139.97	134.75	127.17
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.1	112.3	110.2	112.60	111.71	103.45
Transportation	113.0	109.6	107.0	113.06	111.58	102.74
Storage	119.1	115.8	116.6	98.16	98.38	93.16
Communication	119.9	119.6	117.9	106.53	107.81	98.60
TRADE	125.8	124.2	123.1	82.20	81.45	77.47
Wholesale trade	123.1	120.6	118.9	101.41	101.06	95.54
Retail trade	127.3	126.1	125.6	71.83	70.98	67.54
FINANCE, INSURANCE AND REAL ESTATE	126.4	125.0	120.8	99.82	99.35	93.48
Financial institutions	129.0	127.4	124.6	95.58	95.12	90.53
Insurance and real estate	122.9	121.8	115.4	105.80	105.28	97.97
SERVICE	160.2	154.8	143.4	75.23	74.49	70.00
Recreational services	148.4	139.2	136.7	66.29	64.94	60.76
Business services	172.5	171.5	160.1	113.13	111.48	108.27
Personal services	148.0	142.4	135.4	55.44	55.03	52.93
Miscellaneous services	193.4	185.3	154.2	86.43	84.62	75.52
INDUSTRIAL COMPOSITE	125.0	122.3	124.4	102.98	102.19	95.96

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (Cat. No. 72-002) DBS.

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1967	May 1967	June 1966	June 1967	May 1967	June 1966	June 1967	May 1967	June 1966
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.4	42.0	42.0	2.83	2.82	2.58	119.77	118.29	108.51
Metals	41.7	41.5	41.3	2.97	2.96	2.69	123.70	122.96	110.78
Mineral fuels	42.9	43.0	42.5	2.39	2.37	2.24	102.39	102.05	95.46
Non-metals, except fuels	42.7	42.4	42.2	2.63	2.63	2.45	112.22	111.54	103.32
Quarries and sand pits	49.2	49.3	48.8	2.25	2.26	2.06	110.86	111.37	100.55
Services incidental to mining	42.4	39.5	42.9	3.09	3.06	2.85	130.84	120.94	122.28
MANUFACTURING	40.6	40.3	40.7	2.39	2.38	2.23	97.09	96.06	90.82
Durable goods	41.1	40.8	41.0	2.57	2.56	2.41	105.63	104.23	98.67
Non-durable goods	40.1	39.8	40.3	2.21	2.21	2.05	88.70	87.86	82.85
Food and beverages	40.6	39.8	41.3	2.11	2.12	1.92	85.75	84.44	79.41
Foods	40.4	39.7	41.1	2.05	2.06	1.86	82.74	81.63	76.19
Beverages	41.6	40.6	43.2	2.59	2.59	2.41	107.98	104.99	104.25
Tobacco processing and products	37.9	37.6	37.8	2.73	2.70	2.50	103.49	101.59	94.41
Rubber products	40.9	41.4	40.8	2.45	2.46	2.32	100.26	101.62	94.43
Leather products	39.1	38.6	38.5	1.64	1.63	1.54	63.97	63.04	59.18
Textile products	40.9	41.5	41.3	1.86	1.87	1.73	75.96	77.62	71.31
Miscellaneous textiles	39.3	39.9	39.8	1.69	1.70	1.54	66.40	68.04	61.34
Knitting mills	40.3	40.5	40.1	1.48	1.47	1.37	59.57	59.42	54.82
Clothing	36.5	36.3	36.2	1.58	1.58	1.47	57.79	57.22	53.24
Wood products	40.3	40.2	39.3	2.26	2.24	2.05	91.13	89.91	80.46
Furniture and fixtures	42.1	41.8	41.3	1.91	1.91	1.79	80.61	79.66	74.03
Paper and allied industries	41.8	41.0	42.1	2.82	2.81	2.67	118.01	115.23	112.25
Pulp and paper mills	42.2	41.1	42.3	3.06	3.06	2.91	129.06	125.70	123.41
Printing, publishing and allied industries	38.7	38.7	39.1	2.87	2.86	2.71	110.84	110.90	105.93
Primary metal industries	40.8	40.8	40.8	2.93	2.92	2.75	119.50	119.39	112.17
Iron and steel mills	40.4	40.9	40.7	3.11	3.10	2.93	125.41	126.97	119.27
Metal fabricating industries	41.3	40.9	41.7	2.52	2.51	2.38	104.02	102.74	99.13
Machinery, except electrical	40.8	40.9	41.9	2.70	2.68	2.53	109.99	109.48	105.77
Transportation equipment	41.5	40.5	40.1	2.80	2.77	2.65	116.46	112.34	106.52
Aircraft and parts	42.2	41.1	41.4	2.76	2.69	2.60	116.55	110.60	107.42
Motor vehicles	41.6	41.0	39.3	2.90	2.88	2.74	120.52	117.91	107.58
Assembling	42.8	41.2	39.3	3.10	3.08	2.91	132.75	126.76	114.40
Parts and accessories	40.5	40.8	39.1	2.79	2.78	2.64	113.05	113.26	103.35
Shipbuilding and repairing	40.4	37.6	41.5	2.65	2.59	2.58	107.22	97.58	107.12
Electrical products	39.9	39.9	40.9	2.28	2.28	2.21	90.77	91.08	90.51
Communications equipment	39.2	39.3	40.1	2.15	2.15	2.09	84.08	84.25	84.04
Non-metallic mineral products	43.5	43.2	43.8	2.48	2.48	2.30	107.93	107.14	100.94
Petroleum and coal products	42.4	42.5	43.1	3.38	3.39	3.16	143.20	144.21	136.44
Chemical and chemical products	41.4	41.1	41.9	2.60	2.58	2.42	107.73	106.23	101.15
Miscellaneous manufacturing industries	40.4	40.4	40.5	1.94	1.94	1.81	78.42	78.21	73.20
CONSTRUCTION	42.3	41.2	42.8	3.09	3.13	2.73	130.40	128.67	116.90
Building	39.8	39.7	39.9	3.16	3.19	2.80	125.51	126.71	111.56
General contractors	39.5	38.8	40.1	3.02	3.07	2.69	119.35	119.15	108.04
Special trade contractors	40.0	40.4	39.6	3.27	3.30	2.91	130.86	133.18	115.17
Engineering	46.9	44.2	47.9	2.98	3.00	2.63	139.51	132.62	126.06
Highways, bridges and streets	48.3	45.0	48.8	2.41	2.45	2.22	116.30	110.27	108.07
Other engineering	45.4	43.4	47.0	3.59	3.55	3.03	163.02	153.99	142.57
OTHER INDUSTRIES									
Urban transit	43.3	44.3	42.7	2.87	2.87	2.59	124.19	127.05	110.69
Highway and bridge maintenance	40.0	39.0	41.7	2.26	2.27	1.94	90.25	88.39	80.75
Laundries, cleaners and pressers	39.1	38.8	39.1	1.41	1.40	1.30	55.12	54.27	50.79
Hotels, restaurants and taverns	34.7	34.2	35.4	1.37	1.38	1.30	47.68	47.30	46.03

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (Cat. No. 72-003) DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
Last Pay Period in					
1966—June	40.7	2.23	90.82	122.0	109.2
July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May*	40.3	2.38	96.06	129.0	112.0
June†	40.6	2.39	97.09	130.4	112.2

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (Cat. No. 72-003) DBS.

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	June 1967	May 1967	June 1966	June 1967	May 1967	June 1966
				$	$	$
Newfoundland	42.5	42.3	45.0	1.94	1.97	1.78
Nova Scotia	40.6	40.6	41.3	1.90	1.93	1.82
New Brunswick	41.8	39.7	41.9	1.93	1.96	1.82
Quebec	41.3	40.9	41.4	2.16	2.13	2.03
Ontario	40.6	40.4	40.6	2.51	2.51	2.35
Manitoba	40.0	39.6	40.1	2.15	2.13	1.94
Saskatchewan	40.2	39.7	39.9	2.44	2.47	2.27
Alberta	39.9	39.1	40.6	2.47	2.45	2.26
British Columbia	37.7	37.9	37.2	2.97	2.95	2.74

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (Cat. No. 72-003) DBS.

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D—Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 675, October issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—June	4,712,000	4,469,200	242,800
May	4,655,000	4,373,900	281,100
April	4,746,000	4,253,700	492,300
March	4,750,000	4,206,200	543,800
February	4,681,000	4,129,200	551,800
January	4,684,000	4,152,100	531,900
1966—December	4,633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000
June	4,500,000	4,318,700	181,300

*Commencing March 31, 1967 agricultural workers are included as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, July 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	19,209	477,324
Prince Edward Island	2,576	55,000
Nova Scotia	30,153	706,507
New Brunswick	25,061	592,729
Quebec	247,079	6,157,222
Ontario	266,846	6,646,043
Manitoba	17,713	400,032
Saskatchewan	10,231	232,072
Alberta	23,256	558,451
British Columbia and Yukon Territory	77,823	1,917,629
Total, Canada, July 1967	719,947	17,743,009
Total, Canada, June 1967	726,258	17,837,292
Total, Canada, July 1966	576,902	13,661,091

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, July 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,526	1,136	390	1,601	938	663	580
Prince Edward Island	286	200	86	323	246	77	89
Nova Scotia	2,773	1,958	815	2,682	1,734	948	982
New Brunswick	2,400	1,773	627	2,127	1,398	729	1,008
Quebec	30,159	20,343	9,816	27,739	14,814	12,925	12,897
Ontario	50,934	30,630	20,304	48,174	28,795	19,379	17,005
Manitoba	1,867	1,501	366	1,633	917	716	750
Saskatchewan	1,075	846	229	1,021	615	406	341
Alberta	2,429	1,902	527	2,372	1,423	949	763
British Columbia, Yukon Territory	8,650	5,760	2,890	8,793	5,338	3,455	2,665
Total, Canada, July 1967	102,099*	66,049	36,050	96,465†	56,218	40,247	37,080
Total, Canada, June 1967	89,157	63,065	26,092	90,169	54,154	36,015	31,446
Total, Canada, July 1966	87,068	58,856	28,212	80,855	42,547	38,308	32,985

*In addition, revised claims received numbered 29,266.

†In addition, 28,093 revised claims were disposed of. Of these 2,586 were special requests not granted and 1,057 were appeals by claimants. There were 7,006 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1967

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	17-26	27 or more*	June 1967	July 1966
CANADA	246,262	112,081	59,267	46,752	28,162	242,820	195,996
Male	147,484	74,236	33,753	24,937	14,558	148,019	115,472
Female	98,778	37,845	25,514	21,815	13,604	94,801	80,524
NEWFOUNDLAND	6,031	2,051	1,700	1,440	840	8,791	4,749
Male	4,629	1,645	1,318	1,087	579	7,252	3,449
Female	1,402	406	382	353	261	1,539	1,300
PRINCE EDWARD ISLAND	856	398	245	121	92	930	755
Male	494	264	96	72	62	574	486
Female	362	134	149	49	30	356	269
NOVA SCOTIA	9,497	3,340	2,375	2,086	1,696	10,691	8,806
Male	6,490	2,466	1,667	1,277	1,080	7,522	5,971
Female	3,007	874	708	809	616	3,169	2,835
NEW BRUNSWICK	7,742	2,566	2,005	1,977	1,194	9,583	8,072
Male	4,977	1,740	1,276	1,307	654	6,738	5,610
Female	2,765	826	729	670	540	2,845	2,462
QUEBEC	77,611	32,972	21,089	15,318	8,232	80,862	58,684
Male	49,321	22,011	13,447	9,542	4,321	54,569	35,493
Female	28,290	10,961	7,642	5,776	3,911	26,293	23,191
ONTARIO	103,097	55,441	21,263	16,474	9,919	85,297	80,634
Male	59,886	37,248	10,491	7,325	4,822	45,455	46,354
Female	43,211	18,193	10,772	9,149	5,097	39,842	34,280
MANITOBA	5,934	2,154	1,360	1,494	926	6,118	5,651
Male	2,750	1,173	581	581	415	2,820	2,716
Female	3,184	981	779	913	511	3,298	2,935
SASKATCHEWAN	3,388	1,095	818	796	679	3,771	3,119
Male	1,389	499	257	279	354	1,685	1,257
Female	1,999	596	561	517	325	2,086	1,862
ALBERTA	7,150	2,480	1,968	1,733	969	8,194	6,321
Male	3,473	1,194	942	864	473	4,547	3,231
Female	3,677	1,286	1,026	869	496	3,647	3,090
BRITISH COLUMBIA	24,956	9,584	6,444	5,313	3,615	28,583	19,205
Male	14,075	5,996	3,678	2,603	1,798	16,857	10,905
Female	10,881	3,588	2,766	2,710	1,817	11,726	8,300

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—September	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of September 1967

	All Items									
	Sept. 1966	*Aug. 1967*	*Sept. 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949=100)				
St. John's, Nfld.*	126.5	130.9	130.8	128.7	122.4	127.7	126.4	179.5	155.2	120.4
Halifax	138.9	143.1	142.4	141.3	139.9	141.7	143.7	183.5	189.7	131.8
Saint John	141.9	145.9	145.7	144.8	139.2	143.3	155.3	210.6	174.2	131.1
Montreal	142.9	149.7	149.1	152.2	145.2	127.2	182.7	198.2	173.2	131.9
Ottawa	145.3	148.6	148.3	149.7	143.6	138.5	169.1	197.4	163.4	136.0
Toronto	148.2	152.1	152.2	146.1	153.3	142.6	160.0	189.2	206.1	132.5
Winnipeg	140.5	146.5	147.1	148.3	135.7	147.3	150.1	207.9	164.8	147.4
Saskatoon-Regina	137.0	140.9	140.9	145.7	133.9	145.4	142.4	166.5	161.4	129.3
Edmonton-Calgary	135.9	141.3	142.0	141.8	136.3	143.8	143.2	195.5	161.6	126.1
Vancouver	139.6	144.7	145.1	143.9	145.6	135.9	155.3	174.5	162.7	128.5

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices overtime in each city and should not be used to compare actual levels of prices as between cities.

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 676, October issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per Cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	590	624	411,482	5,071,170	0.33
*1966—September	63	118	159,867	699,630	0.55
October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36

*Preliminary

TABLE G-2—Strikes and Lockouts, September 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	210	1,890
Mines	3	1,082	4,180
Manufacturing	49	12,030	184,090
Construction	13	7,629	114,250
Transportation and utilities	9	11,642	131,870
Trade	9	462	6,250
Finance	1	40	800
Service	5	736	5,290
Public administration	2	451	930
ALL INDUSTRIES	92	34,282	449,550

TABLE G-3—Strikes and Lockouts, September 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	376	1,050
Prince Edward Island	—	—	—
Nova Scotia	5	852	8,770
New Brunswick	3	315	5,000
Quebec	25	13,740	153,930
Ontario	34	10,849	177,120
Manitoba	—	—	—
Saskatchewan	3	313	920
Alberta	3	552	1,960
British Columbia	12	1,217	13,480
Federal	5	6,068	87,320
ALL JURISDICTION	92	34,282	449,550

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
FORESTRY						
Columbia Cellulose-Celgar Woods Div., Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	1,890	1,890	Sept. 19 —	Wages—
MINES						
Metal						
Wabush Mines Ltd., Pointe Noire, Que.	Steelworkers Loc. 6254 (AFL-CIO/CLC)	600	2,400	2,400	Sept. 6 Sept. 12	Alleged ignoring of union grievances—Return of workers pending discussions.
Rio Algom Nordic & Quirke Mines,* Elliot Lake, Ont.	Steelworkers Loc. 5417 (AFL-CIO/CLC)	436	1,090	1,090	Sept. 20 Sept. 25	Change in frequency of bonus payments—Return of workers pending further discussions.
MANUFACTURING						
Food and Beverages						
Seven Up Montreal Ltd., Montreal, Que.	Brewery Workers Loc. 239 (AFL-CIO/CLC)	137	2,740	10,130	June 15 —	Wages—
Leather						
Several glove manufacturing firms, Various locations, Quebec.	Clothing Workers' Federation (CNTU)	676	12,160	30,890	Aug. 15 Sept. 28	Wages, homework—30¢ an hr. increase over a 3-yr. contract; elimination of homework by Feb. 1, 1969.
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,160	35,580	Nov. 21 —	Wages, union security, bonding of employees—
Harding Carpets Ltd. Brantford, Ont.	Textile Council Loc. 501 (Ind.)	358	3,460	3,460	Sept. 11 Sept. 24	Dismissal of six workers—Five workers reinstated, one worker referred to an arbitration board.
Wood						
Saskatchewan Timber Board Various locations, Saskatchewan.	Woodworkers Loc. 1-184 (AFL-CIO/CLC)	235	240	5,410	Aug. 1 Sept. 5	Wages—12¢ an hr. increase retroactive June 1, 1967, 9¢ an hr. June 1, 1968; improved fringe benefits.
Furniture and Fixtures						
Ten furniture manufacturing firms, Vancouver, B.C	Upholsterers Loc. 1 (AFL-CIO/CLC)	231	3,440	3,440	Sept. 11 —	Wages, fringe benefits—
Sklar Division-Stancor Ltd., Whitby, Ont.	Upholsterers Loc. 50 (AFL-CIO/CLC)	165	250	250	Sept. 14 Sept. 18	Incentive bonus rates—Return of workers, when issue settled.
Paper						
Barber Ellis of Canada Ltd., Brantford, Ont.	Auto Workers Loc. 397 (AFL-CIO/CLC)	181	3,680	10,490	July 10 —	Wages—
Columbia Cellulose-Celgar Lumber Division & Celgar Pulp Division, Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	3,820	3,820	Sept. 18 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1967 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			September	Accumulated		
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,980	343,040	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Reynolds Aluminum Co. of Canada Ltd., Cap-de-la-Madeleine, Que.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	630	13,960	40,210	July 3 —	Wages, hours, fringe benefits—
Kawneer Co. Canada Ltd., Scarborough and Downsview, Ont.	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	155	2,410	2,410	Sept. 8 —	Wages—
Metal Fabricating						
Emco Ltd., London, Ont.	Steelworkers Loc. 2699 (AFL-CIO/CLC)	350	5,250	30,540	May 18 Sept. 25	Delay in signing contract—20¢-29¢ an hr. increase immediately, 5¢ an hr. Nov. 1, 1967, 15¢ Sept. 25, 1968, 13¢ Apr. 25, 1969, 14¢ Sept. 25, 1969; improved medical plan, 50% life insurance paid by company.
Machinery						
Canadian Timken Co. Ltd., St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	9,360	32,760	June 21 —	Wages in a new agreement—
Burroughs Business Machines Limited, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	175	2,630	2,630	Sept. 11 —	Wages, cost of living bonus, fringe benefits—
Transportation Equipment						
United Aircraft of Canada Ltd., Ville Jacques Cartier, Longueuil & St. Hubert, Que	Auto Workers Loc. 510 (AFL-CIO/CLC)	3,100	46,500	102,300	Aug. 8 Sept. 25	Wages—Wage increases ranging from 60¢ to 86¢ over a 3-yr. period; 3 weeks vacation after 10 years, 4 weeks after 20 years, $50 retroactive pay.
Blackstone Industrial Products Limited, Stratford, Ont.	Auto Workers Loc. 1132 (AFL-CIO/CLC)	207	4,140	5,110	Aug. 25 —	Wages, fringe benefits—
Non-Metallic Mineral Products						
Wilson Concrete Products Ltd., Belleville, Ont.	Cement Workers Loc. 424 (AFL-CIO/CLC)	195	3,900	3,900	Sept. 1 —	Wages, hours—
Dominion Glass Ltd , Burnaby, B.C.	Glass and Ceramic Workers Loc. 238 (AFL-CIO/CLC)	141	1,110	1,110	Sept. 20 —	Wages—
Chemical Products						
Canadian Industries Ltd., Various locations, Quebec.	District 50 (U.M.W.A.) various locals (Ind.)	1,369	20,960	34,510	Aug. 18 Sept. 23	Wages, fringe benefits—Wage increases, other improved benefits.
Canadian Industries Ltd., Various locations, Ontario.	District 50 (U.M.W.A.) various locals (Ind.)	1,250	19,590	20,840	Aug. 31 Sept. 25	Wages, welfare plan—Wage increases, other improved benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1967 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *September*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
CONSTRUCTION						
Centrale Nucléaire de Gentilly, Gentilly, Qué.	Labourers Loc. 617 (AFL-CIO/CLC)	271	1,360	25,070	Apr. 27 Sept. 11	Wages, fringe benefits—Wage increases, reduction in hours from 44 to 42 Jan. 1, 1968, from 42 to 40 Jan. 1, 1969.
Various structural steel contractors Various locations, Ontario.	Structural Iron Workers various locals (AFL-CIO/CLC)	4,368	85,510	251,540	May 10 —	Wages, hours, fringe benefits—
Various construction contractors, Various locations, Ontario.	Bricklayers various locals (AFL-CIO/CLC)	655	7,530	43,130	June 19 Sept. 25	Wages other benefits—Wage increases, other improved benefits.
Halifax-Dartmouth Construction Association, Various locations, Halifax-Dartmouth area, N.S.	Plumbers Loc. 56 (AFL-CIO/CLC)	400	400	14,800	July 12 Sept. 5	Wages—$1.40 an hr. increase over a three yr. period, beginning with 40¢ an hr,
Hydro Electric Power Commission, Lambton Generating Station, Courtright, Ont.	Various unions	330	6,600	17,490	July 17 —	Disagreement over a clause in new contract—
Brown & Root Limited, Donkin Highway Glace Bay, N.S.	Boilermakers Loc. 271 (AFL-CIO/CLC)	297	5,940	9,800	Aug. 15 —	Lay-off of three workers—
Carter Pentagon Construction, Port-Cartier, Que.	CNTU	313	470	470	Sept. 5 Sept. 7	Alleged mistreatment of men on job by foremen—Return of workers, foremen transferred to another job.
Canadian Bechtel Co., Temagami, Ont.	Labourers Loc. 439 (AFL-CIO/CLC)	753	1,420	1,420	Sept. 12 Sept. 14	Disciplinary dismissal of one worker—Return of workers.
TRANSPORTATION AND UTILITIES						
Transportation						
Canadian Lake Carriers' Association (representing various shipping companies)* Great Lakes, St. Lawrence and East Coast.	Seafarers (AFL-CIO)	5,400	84,860	140,790	Aug. 17 Sept. 23	Hours of work, manning, wages—$80. monthly increase over a 3-yr. period; 40 hour work week by Dec. 1968, improved fringe benefits.
Montreal Transportation Commission, Metropolitan-Montreal, Que.	Public Service Employees Federation (CNTU)	6,000	42,860	42,860	Sept. 21 —	Wages—
TRADE						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,140	14,790	May 29 —	Union recognition—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers September 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			September	*Accumulated*		
Cargill Grain Company Ltd.,* Baie Comeau, Que.	CNTU-chartered local	175	880	880	Sept. 25 —	Not reported—
SERVICE						
Education						
Calgary School Dist. No. 19, Calgary, Alta.	Public Employees Loc. 40 (CLC)	520	1,300	2,860	Aug. 29 Sept. 6	Wages—Wage increases.
Health and Welfare						
Government of Quebec, Province-wide, Quebec	Quebec Association of Radiologists	180	3,600	6,300	Aug. 11 —	Fees and control over private practice—
PUBLIC ADMINISTRATION						
Local Administration						
City of Brantford, Brantford, Ont.	Public Employees Loc. 181 (CLC)	101	400	2,100	Aug. 9 Sept. 8	Wages, contracting out—25¢ an hr. increase retroactive May 1, 1967, 10¢ an hr. Jan. 1, 1968, 13¢ May 1, 1968; off shift premium increased to 14¢ an hr., other improvements.
St. John's Municipal Council, St. John's, Nfld.	Public Employees Loc. 569 (CLC)	350	530	530	Sept. 20 Sept. 21	Dismissal of one foreman for cause—Return of workers.

*Federal jurisdiction.

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